VICTORIA

GOVERNMENT GAZETTE.

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No. 312] FRIDAY, AUGUST 23. [1940

Factories and Shops Acts.

DETERMINATION OF THE ASBESTOS-CEMENT WORKERS BOARD.

NOTES.—(*a*) This Determination on the 21st day of August, 1940, applied to the whole of the State of Victoria.

(*b*) On the 27th November, 1934, the Cement Articles Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material, and such power was conferred exclusively on the Asbestos-Cement Workers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 24th April, 1939, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons:—

employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material;

has made the following Determination, namely:—

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

(2)

Apprentices or Improvers.

WAGES.	Per Week of 44 Hours. s.	d.
16 and under 17 years of age	29	4
17 and under 18 years of age	32	9
18 and under 19 years of age	39	1
19 and under 20 years of age	47	11
20 and under 21 years of age	60	5

No apprentices or improvers under the age of sixteen years to be engaged.

PROPORTION (IN ANY PLACE).

Apprentices and Improvers.

Two apprentices or improvers to every three or fraction of three workers receiving not less than 88s. per week of 44 hours.

Other Employees.

WAGES.	Per Week of 44 Hours. s.	d.
Wet Machine Leading Hand (where in sole charge of running)	94	0
Mixer Attendant in Charge	93	0
Asbestos Disintegrator (asbestos treatment) attendant	92	0
Leading cutter-off	91	0
Accessories moulders	91	0
Wiremen in charge of Pressure Pipe Machine	91	0
Wet trimmer (Power Guillotine only)	90	6
Dry trimmer in charge of Power-Cutting Machines	90	6
Cutters and turners Pressure Pipe	90	6
Leading attendant Pressure Pipe Curing Tanks	90	6
All others	88	0

(3) ALLOWANCE FOR AFTERNOON AND NIGHT SHIFT.—Persons working on afternoon or night shift, shall be paid at the rate of 5s. per week in addition to the rates set out in Clause (2).

(4) OVERTIME.—Time and a half shall be paid for all work done:—

(*a*) outside the usual starting and finishing times.

(*b*) within the usual starting and finishing times, in excess of the number of hours fixed as a week's work.

Provided that a shift worker shall not be entitled to overtime unless he has worked more than 132 hours during any three consecutive weeks.

No. 312.—10098/40.

(5) HOLIDAYS.—All employees shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

This shall not affect the right of an employer to require any employee to work on any such day (except Anzac Day) provided that such employee is paid the extra rates as set out in Clause (6) (Special rate for Sundays and Holidays).

(6) SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, 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.

(7) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months, shall be granted as holidays with pay the working days between the Christmas holidays and New Years' Day. Notwithstanding anything contained in this clause, an employer may require his employees to continue work on the working days between the Christmas holidays and New Year's Day, in which case he shall grant within three months thereafter to every employee so entitled a continuous holiday equivalent to the working days between the Christmas holidays and New Year's Day.

Provided that any employee, who leaves or is dismissed before the expiration of any twelve months' service, or who leaves or is dismissed after having completed twelve months' service without receiving holidays under this clause, shall be given or paid for holidays pro rata in accordance with the length of service, viz., one day for each completed four months of service.

Payment for such holiday pay shall be calculated on an average of the three completed weeks immediately preceding such holidays.

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

D. B. MORGAN, Secretary.

Melbourne, 6th August, 1940.

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No. 313] FRIDAY, AUGUST 23. [1940

Factories and Shops Acts.

DETERMINATION OF THE ANIMAL MANURE BOARD.

NOTES.—(A) This Determination applies to the whole of the State of Victoria.

(B) On 25th May, 1914, the powers of the Animal Manure Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of the extraction of tallow.

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 persons employed in the process, trade, or business of the manufacture of manure from animal matter," has made the following Determination, namely:—

(1) That on the 23rd August, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

WAGES PER WEEK.

	s.	d.
Under 16 years of age	39	4
16 years of age and under 17 years of age	42	5
17 " " " 19 "	54	11
19 " " " 20 "	63	1
20 " " " 21 "	71	2

PROPORTION (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 104s. per week.
An indenture of apprenticeship has been prescribed by the Board

Improvers.

One improver to every four workers receiving not less than 104s. per week.

Other Employees.

WAGES PER WEEK.

	s.	d.
Carcass skinners	110	0
All others	104	0

Night Shift employees shall receive an additional 2/6 per week.

(3) CASUAL EMPLOYEE.—A "casual employee" shall be paid the ordinary rate with the addition of 12½ per centum. For the purpose of this clause a "casual employee" shall mean a person who works less than three full days in any one week.

(4) HOURS OF WORK.—The maximum number of hours to be worked, without payment for overtime, shall be—

(*a*) Day work.—(i) 44 hours per week;
(ii) 8 hours per day on Monday, Tuesday, Wednesday, Thursday, and Friday; 4 hours on Saturday.

(*b*) Shift work.—(i) 44 hours per week or by mutual agreement between any employer and his employees 88 hours per fortnight, with a maximum of 48 hours in any one week;
(ii) 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday.

(5) OVERTIME.—All time worked in excess of the number of hours prescribed in clause (4) shall be paid for at the rate of time and a half.

(6) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day.

(7) SPECIAL RATES.—Double time shall be paid for all work done on Sundays and holidays specified in clause (6).

(8) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of a 1d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (9).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applied ..	3 18 0	Melbourne

(9) ADJUSTMENT OF BASIC WAGE.—(*a*) Until the beginning of the first pay period to commence in November, 1940, the amount *of the basic wage shall be as prescribed in clause (8).*

(*b*) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index Numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's Retail Price Index Numbers" or any like expression means the numbers stated to be such Index Numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(1) The Index Number set to be applied is that assigned to Melbourne.

(2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.

(3) The amount assigned in the following table (or in any extension thereof) to the Index Number Division comprising that Number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period.

TABLE.

Index Number Divisions.	Basic Wage.
	£ s. d.
735–746	3 0 0
747–759	3 1 0
760–771	3 2 0
772–783	3 3 0
784–796	3 4 0
797–808	3 5 0
809–820	3 6 0
821–833	3 7 0
834–845	3 8 0
846–858	3 9 0
859–870	3 10 0
871–882	3 11 0
883–895	3 12 0
896–907	3 13 0
908–919	3 14 0
920–932	3 15 0
933–944	3 16 0
945–956	3 17 0
957–969	3 18 0
970–981	3 19 0
982–993	4 0 0

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

J. V. WILLOX, Secretary.

Melbourne, 7th August, 1940.

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No. 314] **FRIDAY, AUGUST 23.** **[1940**

Factories and Shops Acts.

DETERMINATION OF THE WIREWORKERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—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 included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 either inside or outside a factory or work-room in the process, trade, or business of—

A wire-worker, using six gauge or smaller wire, but not including persons employed in making wire netting, barbed wire wire nails, or wire mattresses,"

has made the following Determination, viz.:—

(1) That on the 31st August, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

Wages per week of 44 hours.

	Apprentices. s. d.		Improvers. s. d.
Under 16 years ..	15 6	..	20 0
16 to 17 years ..	21 9	..	26 3
17 to 18 „ ..	30 6	..	30 6
18 to 19 „ ..	39 3	..	39 3
19 to 20 „ ..	48 6	..	48 6
20 to 21 „ ..	61 0	..	61 0
Thereafter ..	Minimum Wage	..	Minimum Wage

PROPORTION.

(In any factory or place.)

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 100/- per week of 44 hours.

An indenture of apprenticeship prescribed has been approved.

Improvers.

One improver to every two workers receiving not less than 100/- per week of 44 hours.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).

(*a*) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting or oiling, carrying or moving material, packing, cleaning up factory or going messages—

	Wages per week of 44 hours. s. d.
1st year	20 0
2nd „	26 3
3rd „	30 6
4th „	39 3
5th „	48 6
6th „	61 0

PROPORTION.

One juvenile worker to every six workers receiving not less than 100/- per week of 44 hours.

(*b*) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—

	Wage per week of 44 hours. s. d.
1st year	20 0
2nd „	26 3
3rd „	30 6
4th „	39 3
5th „	48 6
6th „	61 0

PROPORTION.

One juvenile worker to every adult weaver receiving not less than 100/- per week of 44 hours.

Other Employees.

WAGES.

	Per hour. s. d.	Per week of 44 hours. s. d.
Wire-workers or Weavers ..	2 3^{3}_{11}	100 0
Tinners ..	2 3^{21}_{22}	102 6
Oxy-Welders ..	2 3^{3}_{11}	100 0
Storemen ..	2 3^{3}_{11}	100 0
Paint spraying operators ..	2 3^{3}_{11}	100 0

(3) Time of Beginning and Ending Work:—

Time of Beginning.	Time of Ending.
7.45 a.m. ..	.. 5.30 p.m. on each of five days of the week.
7.45 a.m. ..	.. 12.15 p.m. on the other working day of the week on which the half-holiday is usually observed.

(4) Overtime:—

For work done within the times of beginning and ending work in excess of 44 hours in any week ..	Time and a third.
For work done between 12.15 p.m. and midnight on the day on which the half-holiday is usually observed	Time and a third.
For work done between 5.30 p.m. and midnight on the other working days	Time and a third.
For work done between midnight and 7.45 a.m.	Double time.

(5) Special Rates.—Double time shall be the rate for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), Christmas Day, Boxing Day and King's Birthday, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(6) Payment for Holidays.—Ordinary rates shall be paid, if not worked, for the days observed as:—Christmas Day, Boxing Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, and King's Birthday.

(7) Allowances.—Any employee engaged on work away from the workshop shall be—

(a) conveyed to and from work free, or allowed the fares necessarily expended in going to and fro;

(b) paid the ordinary rate of wages for time occupied in travelling.

(8) Prohibition of Employment.—No person under the age of 16 years shall be engaged in the operation of paint-spraying.

(9) Piece-work.—The lowest piece-work prices for wholly manufacturing articles specified in the following Schedule shall be the prices set forth in such Schedule. (Note.—Any person employed on work not mentioned in the Schedule must be paid the wages rate for such work.)

Schedule.

With an addition of 7½ per cent.

	s.	d.	
Baskets—			
Fry-baskets, 2 inches deep, long or drop handles ..	0	3¾	per inch.
Vegetable baskets, 4½ inches deep, long or drop handles ..	0	4¼	,,
(To be made in not less than one dozen lots, assorted sizes.)			
Cages, cockatoo—	s.	d.	
18-in.	6	0	each.
20 ,, ...	6	7	,,
22 ,, ...	9	8	,,
24 ,, ...	11	9	,,
(To be made in lots of not less than half-a-dozen of each size.)			
Cages, canary (common)—	s.	d.	
9-in., with bell tops	12	0	per dozen.
9-in., without bell tops	11	2	,,
(To be made in three (3) dozen lots.)			
Cages, parrot (common)—	s.	d.	
12-in.	14	9	per dozen.
14 ,, ...	16	9	,,
16 ,, ...	19	6	,,
18 ,, ...	22	3	,,
20 ,, ...	29	9	,,
(To be made in not less than four (4) dozen lots, assorted or otherwise.)			
Cages, parrot (galvanized)—	s.	d.	
12-in.	14	9	per dozen.
14 ,, ...	16	9	,,
16 ,, ...	19	6	,,
18 ,, ...	22	3	,,
20 ,, ...	29	9	,,
To be galvanized after made, and in not less than three (3) dozen assorted lots. Grates or false bottoms to be paid for at the rate of 11¼d. each extra.			
Cage fronts—	s.	d.	
Wiring fronts, wood frames provided	7	10	per dozen.
Wire fronts (all wire)	15	5	,,
Diamond Work—	s.	d.	
4-in. mesh, 9 gauge wire	23	3	per 100 square ft.
3 ,, 9 ,, ...	23	3	,,
2½ ,, 10 ,, ...	31	0	,,
1½ ,, 10 ,, ...	38	8	,,
1½ ,, 12 ,, ...	35	0	,,
1 ,, 13 and 14 gauge wire	58	0	,,
1½ sq. crimped mesh, 12 gauge wire	23	3	,,
and if made stronger, 3s. 9½d. per 100 square feet for every gauge extra.			
(To be made in quantities of not less than 100 square feet.)			
	s.	d.	
Dog muzzles, complete, with binding and straps	12	0	per dozen.
(To be made in quantities of not less than one gross, assorted.)			
Door mats		7½d.	per square foot.
Fender sheets—	s.	d.	
½-in. mesh	0	4¾	per square foot.
⅜ ,, ...	0	5½	,,
(To be made in not less than one (1) dozen lots.)			

PIECE-WORK PRICES—*continued.*

Fender sheets—*continued.*

	s.	d.	
Fixing sheets on frames	1	4½	each.
Making frames, brass tops and plates, all sizes	5	6	,,
,, ,, without brass tops and plates, all sizes ..	4	7	,,

Fern baskets—

	s.	d.	
8-in.	5	6	per dozen.
10 ,, ...	6	7	,,
12 ,, ...	8	4	,,

(To be made in lots of not less than one (1) gross.)

Floral designs—

	s.	d.	
8-in.	4	7	per dozen.
10 ,, ...	4	7	,,
12 ,, ...	4	7	,,
14 ,, ...	7	5	,,
16 ,, ...	7	5	,,

Flowerstands—

	s.	d.	
½ round, 3 steps	16	9	each.
,, 4 ,, ...	25	11	,,
Oblong Gothic	9	4	,,
Flat back, 3 steps	16	9	,,
,, 4 ,, ...	25	11	,,

Gridirons—

Light, made of 12 and 14 gauge wire, 8, 10, and 12 inch size	70	0	per gross.
Medium, made of 10 and 12 gauge wire, 8, 10, and 12 inch ,,	78	7	,,

(To be made in lots of not less than one (1) gross.)

	s.	d.	
Rat traps, patent, ½-in. mesh, finished	78	2	per dozen.
,, ,, ,, ,, ,, flat bottomed ..	85	6	,,

(To be made in not less than one (1) dozen lots.)

Rat traps (square)—

	s.	d.	
12-in. finished	22	3	per dozen.
14 ,, ...	27	10	,,
16 ,, ...	31	9	,,

(To be made in three (3) dozen lots, assorted.)

Riddles—

	s.	d.	
20-in., ½-in. mesh, 17 gauge wire or one gauge heavier ..	2	2½	each.
,, ⅝ ,, 16 ,, ,, ..	1	10½	,,
,, ¾ ,, 15 ,, ,, ..	1	10½	,,
,, ⅞ ,, 14 ,, ,, ..	1	8½	,,
,, 1 ,, 13 ,, ,, ..	1	8½	,,
22-in., ½ ,, 17 ,, ,, ..	2	2½	,,
,, ⅝ ,, 16 ,, ,, ..	1	10½	,,
,, ¾ ,, 15 ,, ,, ..	1	10½	,,
,, ⅞ ,, 14 ,, ,, ..	1	8½	,,
,, 1 ,, 13 ,, ,, ..	1	8½	,,

(To be made in not less than four (4) dozen lots, assorted meshes.)

Screens—

	s.	d.	
5 feet x 2 ft. 6 in.	15	11	each for all meshes.
6 ,, x 3 feet	18	8	,, ,,

(To be made in not less than six lots, assorted meshes.)

Sewer vent pipe covers—

	s.	d.	
1½-in.	7	0	per dozen.
2 ,, ...	7	5	,,
2½ ,, ...	8	4	,,
3 ,, ...	9	2	,,
3½ ,, ...	10	1	,,
4½ ,, ...	12	0	,,

Sieves—

	s.	d.	
18-in.	8	4	per dozen.
20 ,, ...	8	4	,,
22 ,, ...	8	4	,,

(To be made in not less than six (6) dozen lots, all meshes; assorted sizes.)

Straight work—

	s.	d.	
½-in. mesh, 16 and 12 gauge wire laced with 22 gauge ..	0	4¼	per square foot.
,, 14 ,, 10 ,, ,, 20 ,, ..	0	4¾	,,
,, 12 ,, 8 ,, ,, 18	0	6½	,,

With an addition of 7½ per cent.

PIECE-WORK PRICES—*continued.*

	s.	d.	
Wall ties—			
6 gauge wire	7	5	per cwt.
8 gauge wire	9	4	,,
Wall ties (dimple)—	s.	d.	
6 gauge wire	10	2	per cwt.
8 gauge wire	12	0	,,
Wall ties (simplex), 10 gauge wire	15	11	per gross.
Weaving—Sieve cloth—	s.	d.	
½-in. mesh, 17 and 18 gauge wire	13	8	per 100 square ft.
⅝ ,, ,, 17 ,, 18 ,,	13	8	,,
3 mesh, 3 holes to inch, 18 gauge wire	13	8	,,
4 ,, 20 gauge wire	13	8	,,
5 ,, 21 ,, ,,	13	8	,,
6 ,, 22 ,, ,,	13	8	,,
7 ,, 23 ,, ,,	13	8	,,
8 ,, 24 ,, ,,	15	6	,,
9 ,, 25 ,, ,,	15	6	,,
10 ,, 25 and 26 gauge wire	15	6	,,
12 ,, 26 ,, 27 ,, ,,	19	6	,,
14 ,, 27 ,, 28 ,, ,,	23	3	,,
16 ,, 28 ,, 29 ,, ,,	23	3	,,
18 ,, 29 ,, 30 ,, ,,	31	0	,,
20 ,, 30 to 32 ,, ,,	31	0	,,
24 ,, 32 and 33 ,, ,,	38	8	,,
Weaving (medium cloth)—	s.	d.	
⅝-in. mesh, 15 and 16 gauge wire	23	3	per 100 square ft.
3 ,, 15 ,, 16 ,, ,,	23	3	,,
4 ,, 16, 17 ,, 18 ,, ,,	23	3	,,
5 ,, 17 ,, 18 ,, ,,	23	3	,,
6 ,, 18 ,, 19 ,, ,,	23	3	,,
7 ,, 19 ,, 20 ,, ,,	23	3	,,
8 ,, 19 ,, 20 ,, ,,	23	3	,,
9 ,, 19 ,, 20 ,, ,,	23	3	,,
10 ,, 19, 20 ,, 21 ,, ,,	27	0	,,
12 ,, 23 ,, 24 ,, ,,	31	0	,,
14 ,, 25 ,, 26 ,, ,,	31	0	,,
16 ,, 26 ,, 27 ,, ,,	38	8	,,
18 ,, 27 ,, 28 ,, ,,	38	8	,,
20 ,, 28 ,, 29 ,, ,,	42	6	,,
24 ,, 28 ,, 29 ,, ,,	46	6	,,
(To be made in lengths of not less than fifty (50) yards.)			
Weaving (stick work)—	s.	d.	
7 and 8 mesh, 17 and 18 gauge wire	31	0	per 100 square ft.
9 ,, 10 ,, 18 ,, ,,	31	0	,,
12 to 14 ,, 20 to 22 ,, ,,	46	6	,,
16 ,, 18 ,, 23 and 24 ,, ,,	46	6	,,
20 ,, 23 ,, 24 ,, ,,	46	6	,,
24 ,, 25 ,, 26 ,, ,,	54	0	,,
(To be made in lengths of not less than thirty (30) yards.)			

With an addition of 7½ per cent.

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

E. G. WILLIAMS, Secretary.

Melbourne, 12th August, 1940.

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No. 315] FRIDAY, AUGUST 23. [1940

Factories and Shops Acts.

DETERMINATION OF THE GARDEN EMPLOYEES BOARD.

NOTE.—This Determination applies to the Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) 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 which since the 14th February, 1939, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed as gardeners or gardeners' labourers—

(*a*) by a master gardener other than a market gardener;
(*b*) in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, or factories;
(*c*) in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse;
(*d*) in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green in connexion with any golf link or putting green;
(*e*) in the laying out, cultivation, or keeping in order of a bowling green or tennis court or of a garden connected therewith,"

has made the following Determination, namely:—

(1) That on the 23rd August, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

	Wages per week of 44 hours. s. d.
15 years of age or under	21 0
16 years of age	23 9
17 years of age	26 6
18 years of age	37 6
19 years of age	45 0
20 years of age	53 6

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

One improver to every three or fraction of three workers receiving not less than the minimum wage.

JUVENILE WORKERS, i.e., persons (other than Apprentices or Improvers) employed on golf links in the filling of divot holes or weeding fairways or greens—

	Wages per week of 44 hours. s. d.
15 years of age and under	21 0
16 years of age	23 9
17 years of age	26 6

Other Employees.

	Wages per Hour. s. d.	Wages per Week.* s. d.	Hours per Week.
(*a*) Master gardeners' employees—			
Foremen gardeners in charge of two or more employees	2 6	110 0	44
Gardeners†	2 2½	97 2	
Gardeners' labourers	2 0¾	90 9	
(*b*) Persons employed in connexion with the laying out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, or factories—			
(1) Employed on Jobbing Work—			
Gardeners†	2 1½	93 6	44
Gardeners' labourers	1 11	84 4	
(2) All others—			
Foremen gardeners in charge of two or more employees	2 4½	104 6	44
Gardeners†	2 0	88 0	
Gardeners' labourers	1 11¼	85 3	
(*c*) Persons employed in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	2 4½	104 6	44
Gardeners†	2 0	88 0	
Gardeners' labourers	1 11¼	85 3	

(2)—*continued.*

Apprentices or Improvers.	Other Employees.	Wages per Hour.	Wages per Week.*	Hours per Week.
		s. d.	s. d.	
	(*d*) Persons employed in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green, in connexion with a golf links or putting green ..	2 0	88 0	44
	Provided that any adult employee on racecourses or golf links whose regular duty it is to attend, maintain, adjust and/or operate motor mowers shall receive an additional amount of 5s. per week.			
	(*e*) Persons employed in the laying out, cultivation, or keeping in order of a bowling green or tennis court, or of a garden connected therewith—			
	Greenkeeper	2 0	..	See clause 16 re hours.
	Greenkeeper's assistant	1 11¼	..	

* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See clause 15.—Definitions.

PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN CONNEXION WITH BOWLING GREENS OR TENNIS COURTS.

(3) Time of Beginning and Ending Work.—For all persons other than those engaged solely at watering—

Golf links or racecourses—

Time of beginning, not earlier than—	Time of ending Work, not later than—
7.30 a.m.	12 noon on Saturday (or the day on which the half-holiday is locally observed).
7.30 a.m.	6 p.m. on the other working days of the week.

Any other place—

7.30 a.m. .. .. 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, or Saturday.

(4) Overtime.—The following rates shall be paid for overtime—

Persons engaged solely at watering—

(*a*) On golf courses .. For all work in excess of 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday ..

(*b*) Any other place .. For all work done in excess of the maximum number of hours fixed as a week's work .. ..

All others—

For all work outside the times of beginning and ending work .. ..

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 .. ..

} Time and a half for the first two hours and thereafter double time.

(5) Extra Rate.—For all time worked between the hours of 5 p.m. and 7 a.m., an employee engaged at watering shall be paid 1s. extra for each period so worked.

(6) Special Rates.—For all work done on Sundays and the under-mentioned holidays by persons other than those provided for in Clause 7, the rates shall be :—

Sundays	Persons employed on golf courses (other than those employed at watering or wiping greens)	Double time.
	All others	Time and a half.
New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day	All persons	Time and a half.

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) Holidays.—All persons (other than those usually employed for less than the number of hours fixed for a week's work and master gardeners' employees,) shall be entitled to the following holidays without deduction of pay :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

Provided that if an employee works on any one of such days he shall receive, in addition to his ordinary pay, one and a half day's holiday on full pay or one and a half day's pay in lieu thereof.

(8) Payment of Wages.—Except by agreement to the contrary between employer and employee, payment of wages shall be made not later than 4 p.m. on Thursday in each week.

(9) Termination of Employment.—Seven days' notice of termination of employment shall be given by either employer or employee.

This provision shall apply in respect to all persons other than those employed by master gardeners or on jobbing work.

(10) Annual Leave.—Any employee (other than a master gardener's employee or an employee who is usually employed for less than the number of hours fixed as a week's work) who has been in the service of any one employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in Clause 7 in each year on full pay, and such holiday shall be given within three months of the completion of twelve month's service.

In the event of termination of employment during any such period, then the employee shall be given one day's holiday for each two month's service or be paid in lieu thereof.

(11) Sick Leave.—Subject to satisfactory evidence being furnished to the employer, an employee (other than a master gardener's employee or an employee who is usually employed for less than the number of hours fixed as a week's work), 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 of service, but not exceeding four days in any year.

Provided that no service prior to 30th June, 1939, shall be taken into account.

(12) Right to Interview Employees.—During the meal interval, and not more than once a fortnight, a duly accredited official of the Australian Workers' Union, authorized in writing by the President and Secretary of the Victorian Branch of such organization, shall have the right to interview any person covered by this Determination at his place of employment on legitimate union business, and shall be permitted to inspect the conditions relating to the persons employed thereat.

(13) Gum Boots and Overalls.—(*a*) Employees engaged at watering on golf courses or racecourses shall be provided with gum boots by the employer free of cost.

(*b*) Employees engaged in spraying or in the distributing of fertilizer on golf courses or racecourses shall be provided with overalls by the employer free of cost.

(14) First-Aid Outfit.—The employer shall provide a first-aid outfit consisting of bangages, antiseptics, and sticking plaster at all places where four or more persons are employed.

(15) Definitions.—For the purposes of this Determination a gardener shall be defined as a person engaged in the pruning of roses or fruit trees; or in the trimming of a hedge with hedge clippers or shears; or in designing or supervising the laying out of a garden, or in budding, propagating, grafting, planting, or potting.

Jobbing Work shall mean work which is performed by a person who goes from job to job in the ordinary course of his employment during the week.

PROVISIONS APPLICABLE TO PERSONS EMPLOYED IN CONNEXION WITH BOWLING GREENS OR TENNIS COURTS.

(16) Hours.—The hours of work shall be 176 for each period of four (4) weeks.

(17) Overtime.—All time worked in excess of 176 hours in each period of four weeks shall be paid for at the rate of time and a third.

(18) Special Rates.—The special rate payable for all work done on Sunday, Christmas Day, Anzac Day, and the weekly holiday as provided hereunder shall be as follows:—

For watering	Time and a half.
For all other work	Double time.

(19) Extra Rate.—For all time worked between the hours of 5 p.m. and 7 a.m., an employee engaged at watering shall be paid 1s. extra for each period so worked.

(20) Holidays.—The following holidays shall be granted without deduction of pay:—Christmas Day, Anzac Day, and Thursday afternoon in each week or such other half day in lieu thereof as may be agreed upon by the employer and the employee.

(21) (*a*) Annual Leave.—Employees shall receive two weeks' annual leave on full pay for each twelve months' service. In the event of termination of employment during any such period then the employee shall be given one day's holiday for each month of service or be paid in lieu thereof.

(*b*) 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.

Provided that no service prior to the 30th June, 1939, shall be taken into account.

(22) Payment of Wages.—Except by agreement to the contrary between employer and employee, payment of wages shall be made not later than 4 p.m. on Thursday in each week.

(23) Time Book.—Every employee shall indelibly record daily his correct times of work in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australian Workers' Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

(24) Gum Boots and Overalls.—(*a*) Employees engaged at watering shall be provided with gum boots by the employer free of cost.

(*b*) Employees engaged in spraying or in the distributing of fertilizer shall be provided with overalls by the employer free of cost.

(25) First-Aid Outfit.—The employer shall provide a first-aid outfit consisting of bandages, antiseptics, and sticking plaster at all places where four or more persons are employed.

(26) Termination of Employment.—Seven days' notice of termination of employment shall be given by either employer or employee.

H. L. JACKSON, P.M., Chairman.

GEO. E. PARR, Secretary.

Melbourne, 7th August, 1940.

By Authority: T. Rider, Government Printer, Melbourne.