



VICTORIA GOVERNMENT GAZETTE.

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No. 329]

THURSDAY, SEPTEMBER 5.

[1940

Factories and Shops Acts.

DETERMINATION OF THE BUTTER FACTORIES BOARD.

NOTES.—(1) On 18th July, 1938, the Butter 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 wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale—

(a) butter, cheese, or casein;

(b) cream for wholesale trade other than sterilized cream,"

and such power was conferred exclusively on the Butter Factories Board.

(2) 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 has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale—

(a) butter, cheese, or casein;

(b) cream for wholesale trade other than sterilized cream,"

has made the following Determination, namely:—

(1) That on the 2nd September, 1940, 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 44 HOURS.			WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.		
	Shift Workers.	All Others.		Males.	Females.		Shift Workers.	All Others.
	s. d.	s. d.		s. d.	s. d.		s. d.	s. d.
Under 16 years ..		37 6	Under 16 years ..	31 10	27 5	Milk or cream grader or tester ..	106 0	100 0
16-17 years ..		43 10	16-17 years ..	35 4	30 7	Creamery manager ..	104 0	98 0
17-18 " ..		49 5	17-18 " ..	43 10	34 4	Milk or cream neutralizer ..	102 6	96 6
18-19 " ..	63 6	56 0	18-19 " ..	48 1	39 10	Foreman of shift or department or		
19-20 " ..	70 2	63 0	19-20 " ..	56 10	43 10	casein plant ..	103 6	98 0
20-21 " ..	75 2	68 3	20-21 " ..	64 6	48 4	Butter-maker ..	106 0	100 0
PROPORTION (IN ANY PLACE).						Operators of any of the following		
<i>Males.</i>						machines, viz.:—		
One apprentice to every three or						Separator ..	92 0	86 0
fraction of three workers receiving						Pasteurizer evacuator, or de-		
not less than 85s. per week.						odorizer ..	92 0	86 0
One improver to every eight or						Weighing machine ..	92 0	86 0
fraction of eight workers receiving						Filling machine for tinning of		
not less than 85s. per week.						butter when butter has not		
						been milled ..	94 0	88 0
<i>Females.</i>						Filling machine for tinning of		
One apprentice and one improver						butter when butter has been		
to every three or fraction of three						milled ..	93 0	87 0
workers receiving not less than						Storeman or packer ..	92 0	86 0
57s. 1d. per week.						Casein-maker ..	105 0	99 0
						Assistant to casein-maker ..	93 6	87 6
						Cheese-maker ..	106 0	100 0
						Assistant to cheese-maker ..	93 0	87 6
						Male adult washing or sterilizing cans		
						or bottles ..	92 0	86 0
						All other adult males ..	91 0	85 0
						All adult females ..		57 1

(3) DEFINITIONS.—“Juvenile worker” means a person under 21 years of age (other than an apprentice or an improver) employed at—

- Patting, wrapping, or branding butter or cheese;
- Blending or re-packing cheese;
- Filling or cleaning cheese jars or moulds;
- Filling or emptying casein trays;
- Filling or drying casein in tunnels;
- Filling casein into bags;
- Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;
- Stamping or branding tins, cartons, cases, bottles, or labels;
- Stamping, branding, lining, or nailing up boxes or shooks, but not lifting full boxes; or
- Handling empty tins, cans, cases, crates, jars, moulds, or boxes.

“Ordinary worker” means a person—

- (a) who ordinarily works 8 hours 48 minutes between 7 a.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday when the ordinary week's work is performed in five days;
- (b) who ordinarily works eight hours between 7 a.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday and four hours on Saturday between 7 a.m. and 1 p.m. when the ordinary week's work is performed in six days.

“Shift worker” is a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over) or females of any age shall not be employed on shift work.

“Butter-maker” is a person who controls the temperature of cream for butter making, starts and stops the churn after filling with cream, and salts and works the butter.

“Assistant to cheese-maker” means any person employed in the working of the curd in the vats and processes up to and including ulhooping the cheese from the presses. Not more than six assistants to cheese-makers shall be employed to each cheese-maker in any factory.

“Assistant to casein-maker” means any person employed in the working of the curd in the vats up to and including ulhooping of the casein curd from the presses.

(4) OVERTIME.—The following rates shall be paid:—

- (a) To “ordinary workers” for all time worked—

Outside the times of beginning and ending work as fixed in clause (3)
 Within the times of beginning and ending work so fixed in excess of four hours on Saturday and eight hours on the other working days where an ordinary week's work is worked in six days and for all time worked on Saturday and in excess of 8 hours 48 minutes on Monday to Friday inclusive where an ordinary week's work is worked in five days } Time and a half.

Provided that double time shall be paid for all work done on Saturday after 12 noon

- (b) To “shift workers” for all time worked in excess of 7 hours 20 minutes on any day . . . Time and a half.

- (c) In the event of an employee being required to work in excess of 90 minutes of overtime in any one day after his ordinary time of ceasing duty, such employee shall be given an interval of 15 minutes without deduction of pay in the first hour of overtime worked. This clause shall not apply to persons employed in the cheese processing section of the industry in the metropolitan districts as defined in the Factories and Shops Acts.

(5) MEAL INTERVAL.—An interval of not less than 30 minutes nor more than 60 minutes shall be granted for meals between the hours of 12 noon and 2 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed an interval of not less than 30 minutes nor more than 60 minutes for meal; such meal time to be not less than three hours, or more than five hours from the time of beginning work.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

(6) TIME BOOK OR OTHER RECORD.—That every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

(7) INSPECTION OF TIME BOOK.—That the Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australia be allowed to inspect the Time Record referred to in clause (6) and wages record (covering a period of two months prior to the inspection), during the office hours of the factory.

(8) ALLOWANCE.—When an employee is required by law or by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer in the month of September in each year.

(9) CONTINUITY OF WORK.—The work of each day or shift shall be continuous, with the customary break for a meal.

(10) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight Sunday and midnight Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

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

(12) WASHING AND DRINKING FACILITIES.—Adequate washing and drinking facilities shall be provided in each factory or department, and where, in the opinion of the Inspector of Factories, conditions necessitate their use adequate changing facilities and showers shall be provided by the employer.

(13) IMPROVER TO RECEIVE ADULT WAGE.—An improver employed at any class of work for which a certificate from the Department of Agriculture is required shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

(14) ANNUAL LEAVE.—(a) Males.—Any male employee who has been in the service of the same employer for a period of not less than twelve months shall be granted one week's holiday on full pay in each year, and such holiday shall be given within three months of completion of each twelve months' service.

If the employee leaves or is dismissed before the expiration of twelve months, then such employee shall be given or paid for one day's holiday for each two calendar months or part of each two calendar months' service. Provided that an employee shall not be entitled to one day's holiday pay for part of two calendar months until he has completed three calendar months' continuous service with the same employer.

(6) Females.—Any female employee who has been in the service of the same employer for a period of not less than twelve months shall be granted two weeks' holiday on full pay each year, and such holiday shall be given within three months of completion of each twelve months' service.

If the employee leaves or is dismissed before the expiration of twelve months, then such employee shall be given or paid for one day's holiday for each calendar month or part of a calendar month's service. Provided that an employee shall not be entitled to one day's holiday pay for part of a calendar month until she has completed three calendar months' continuous service with the same employer.

(15) MIXED FUNCTIONS.—Where an employee is engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall be paid at the rates fixed by this Determination only for the work he actually performs.

(16) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), Anzac 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, the special rate shall be payable only for work done on the day so substituted. Any employee who works part of a holiday shall be paid ordinary rate for the remainder of the day.

A. C. TINGATE, P.M., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 16th August, 1940.



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[1940

Factories and Shops Acts.

DETERMINATION OF THE QUARRY 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 13th October, 1934, 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—

- (1) the process, trade or business of quarrying not including agriculture;
- (2) (a) carting or driving, or assisting in carting or driving in connexion with or incidental to the trade or business of quarrying (not including agriculture);
- (b) the trade of crushing stone.

has made the following determination, namely:—

(1) That on the 29th August, 1940, the adjusted Determination of this Board which came into force as from the beginning of the first pay period to commence in August, 1940, shall be revoked and replaced by this Determination.

(2)

Apprentices.	Improvers.	Other Employees.	Day Shift.		Afternoon or Night Shift.		Hours Per Week
			Wages.		Wages.		
			Per Hour.	Per Week.	Per Hour.	Per Week.	
CARTING AND DRIVING.			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Wages.	Wages.	Powder monkey†	2 7 ⁴ / ₁₁	115 0	3 3 ⁵ / ₁₁	143 0	44
Per Week.*	Per Week of 48 Hours.	Assistant powder monkey†	2 4 ¹ / ₁₁	104 6	2 11 ⁵ / ₁₁	130 0	44
<i>s. d.</i>	<i>s. d.</i>	Hammerman					
1st year	Under 18 years	Dresser of pitchers or cubes or Scabblers	2 5 ⁸ / ₁₁	109 0	3 1 ⁷ / ₁₁	136 3	44
2nd "	18 and under 19 years	Spaller	2 3 ⁹ / ₁₁	102 0	2 10 ¹⁷ / ₂₂	127 6	44
3rd "	19 " 20 " 79 0	Faceman	2 4 ⁷ / ₁₁	105 0	2 11 ¹² / ₂₂	130 6	44
	20 " 21 " 86 3	Feeder of a stone crushing machine	2 3 ⁹ / ₁₁	102 0	2 10 ¹⁷ / ₂₂	127 6	44
And thereafter the minimum wage.		Dust hole men	2 3 ⁹ / ₁₁	102 0	2 10 ¹⁷ / ₂₂	127 6	44
	ALL OTHER IMPROVERS.	Persons boring holes by hand or machine	2 3 ⁹ / ₁₁	102 0	2 10 ¹⁷ / ₂₂	127 6	44
Proportion (within any place).	Wages.	Blacksmith	2 7 ⁴ / ₁₁	115 0	3 2 ⁷ / ₁₁	140 6	44
	Per Week of 44 Hours.	Tool sharpener	2 4 ⁴ / ₁₁	104 0	2 11 ⁷ / ₂₂	129 6	44
One apprentice to every three or fraction of three workers receiving not less than 93s. per week.	<i>s. d.</i>	Carters or drivers driving—					
	1st year	One horse	2 0 ¹ / ₁₁	97 0	2 6 ¹ / ₁₁	120 3	48
	2nd " "	Two horses	2 1 ¹ / ₁₁	102 0	2 7 ¹ / ₁₁	126 6	48
	3rd " "	Three horses	2 2 ¹ / ₁₁	106 0	2 8 ¹ / ₁₁	131 0	48
	4th " "	Four or five horses	2 3	108 0	2 9 ¹ / ₁₁	133 0	48
* Apprentices shall be subject to the number of hours per week as fixed for their respective sections.	And thereafter the minimum wage.	And 6d. extra per day for each additional horse.					
An indenture of apprenticeship prescribed was approved on 6th August, 1923.	Proportion (within any place).	Drivers of motor vehicles of the following carrying capacity—					
	(A) Where a working crane is in operation for the production of pitchers or building stone:—	Not exceeding 25 cwt.	1 11 ¹ / ₁₁	93 0	2 5 ¹ / ₁₁	117 6	48
	One improver to every three or fraction of three workers receiving not less than 105s. per week of 44 hours.	Exceeding 25 cwt., but not exceeding 3 tons	1 11 ⁹ / ₁₁	94 3	2 5 ¹³ / ₁₁	119 3	48
	(B) Where Spall Quarrying is carried on:—	Exceeding 3 tons	2 0 ¹³ / ₁₁	99 3	2 7 ⁷ / ₁₁	125 9	48
	One improver to every twenty or fraction of twenty workers receiving not less than 93s. per week of 44 hours.	All others	2 1 ⁴ / ₁₁	93 0	2 7 ¹¹ / ₁₁	116 3	44
		† See clause 7 re definition					
		‡ See clause 8 re definition					

When an employee is working in water, he shall, in addition to the ordinary rate, be paid 1s. per day or portion of a day extra.

No. 330.—10617/40.

(3) SHIFTS—

(a) The hour of beginning and the hour of ending each shift shall be as follows :—

				Where One Shift is Worked.
Monday to Friday	..	..	.. (Day Shift)	Time of beginning. 8 a.m.
Saturday	..	..	.. " "	Time of ending. 5 p.m.
				8 a.m.
				12 noon
Monday to Friday	..	..	.. (Day Shift)	Where two shifts are worked.
			(Afternoon Shift)	7 a.m.
Saturday	..	..	.. (Day Shift)	3 p.m.
			(Afternoon Shift)	11 p.m.
				7 a.m.
				11 a.m.
				3 p.m.
Monday to Friday	..	..	.. (Day Shift)	Where three shifts are worked.
			(Afternoon Shift)	7 a.m.
			(Night Shift)	3 p.m.
Saturday	..	..	.. (Day Shift)	11 p.m.
			(Afternoon Shift)	7 a.m.
			(Night Shift)	11 a.m.
				3 p.m.
				7 p.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the spread of hours of any shift be increased.

				Dressing.		Knocking Out and Dressing.	
				Per Hundred.		Per Hundred.	
				s.	d.	s.	d.
Pitchers—							
9 inches wide	× 9 inches deep	× 10 to 14 inches long	..	..	12 4	..	21 1
9 "	" × 9 "	" × 10 " 13 "	..	..	10 7	..	19 6
9 "	" × 8 "	" × 10 " 13 "	..	..	9 10	..	17 11
9 "	" × 4 to 6 inches deep	× 10 to 14 inches long	..	..	8 3	..	15 8
Cubes—							
4½ to 6 inches wide	× 8 to 9 inches deep	× 10 to 14 inches long	..	..	10 1	..	18 7
3½ " 6 "	" × 7 inches	" × 10 " 14 "	..	..	9 2	..	15 10
4 " 6 "	" × 5 to 6 inches	" × 8 " 12 "	..	..	8 5	..	14 2

Pitchers or cubes restricted to any length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. 6d. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which does not exceed the average of the lengths specified in any particular item shown above shall be paid for at the rate of 1s. per hundred in addition to the respective prices specified opposite the said item.

Pitchers or cubes tied to any definite length which exceeds the average of the lengths specified in any particular item shown above shall be paid for at the rate of 2s. 6d. per hundred in addition to the respective prices specified opposite the said item.

All stones for pitchers or cubes shall be plugged and placed on the banker ready for persons engaged knocking out and dressing.

		Knocking Out and Dressing.
Monumental Stone—		
All stone up to 4 feet long x 12 inches wide x 7 inches deep .. ..	..	6d. per lineal foot.
All stone exceeding 4 feet to 8 feet long x 12 inches wide x 7 inches deep .. ..	..	9d. per lineal foot.
Pitcher kerb .. ..	..	2½d. per lineal foot.
Kerbing stones—Hammer dressed—		
12 inches deep x 6 inches to 12 inches wide, not exceeding 5 feet in length .. ..	..	4d. " "
All radial stone .. ..	..	8d. " "
Building stone up to 12 inches x 12 inches, not exceeding 7 feet in length .. ..	..	6d. " "
All stone over 12 inches x 12 inches, not exceeding the cubical content of 15 cubic feet .. ..	..	6d. per cubic foot.
All stone exceeding the cubical content of 15 cubic feet .. ..	..	9d. " "

		When the material is removed in a wheelbarrow to a distance of more than 50 yards.	In all other cases.
Stripping—		Per superficial yard.	Per superficial yard.
Not exceeding 18 inches in depth .. ..	..	s. d. 2 1	s. d. 2 0
Exceeding 18 inches, but not exceeding 30 inches in depth .. ..	..	2 2	2 1
		Per cubic yard.	Per cubic yard.
Exceeding 30 inches in depth .. ..	..	2 3½	2 2½
Spalling, but not including spalls produced on the banker from cut stone or pitchers .. ..	..	2s. 2½d. per cubic yard.	

The piecework price for spalling shall be paid free from any charge or deduction for stripping, boring, or shooting.

(17) 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 proportionate adjustments to the rates for apprentices and improvers and to the piecework prices shall be made at the same time as follows:—

(a) The rates for apprentices and improvers to the nearest 3d., half or less than half of 3d. to be disregarded.

(b) The piecework prices as set out in clause (16) to the nearest penny.

The basic wage shown hereunder shall be adjusted as prescribed in clause (18).

Basic Wage.

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

(18) 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 (17).

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

D. GRANT, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 13th August, 1940.



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[1940

Factories and Shops Acts.

DETERMINATION OF THE RADIO BOARD.

NOTE.—This Determination applies to the Metropolitan District and the Geelong District, as defined in the Factories and Shops Acts and the Order in Council thereunder extending such Metropolitan District, such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, and Warrnambool; 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 in the trade of manufacturing, assembling or maintaining radio appliances, parts or accessories (other than batteries), but not including persons subject to the jurisdiction of any Wages Board heretofore appointed," has made the following Determination, namely:—

(1) That on the 3rd September, 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.				PROPORTIONATE NUMBER.	
Experience.	Males.	Experience.	Females.	<i>Apprentices.</i>	
	<i>s. d.</i>		<i>s. d.</i>	One male apprentice to every three or fraction of three male workers receiving not less than 84s. per week of 44 hours.	
1st year ..	15 2	1st year ..	15 2	One female apprentice to every three or fraction of three female workers receiving not less than 44s. 9d. per week of 44 hours.	
2nd " ..	19 11	2nd " ..	19 11	<i>Improvers.</i>	
3rd " ..	32 2	3rd " ..	28 3	One male improver to every three or fraction of three male workers receiving not less than 84s. per week of 44 hours.	
4th " ..	40 1	4th " ..	34 9	One female improver to every three or fraction of three female workers receiving not less than 44s. 9d. per week of 44 hours.	
5th " ..	53 0	5th " and until 21 years of age	39 0		
6th " and until 21 years of age	60 8				

(3)

JUVENILE WORKERS.

Juvenile workers, i.e., persons under 21 years of age (other than apprentices or improvers), engaged on any work excepting set testing, service work, wiring complete sets, testing power transformers, and repair work.

WAGES PER WEEK OF 44 HOURS.

Males.							Females.					
Experience.	Commencing Age.						Experience.	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.
1st year ..	<i>s. d.</i> 15 11	<i>s. d.</i> 15 11	<i>s. d.</i> 19 8	<i>s. d.</i> 26 11	<i>s. d.</i> 35 5	<i>s. d.</i> 47 0	1st year ..	<i>s. d.</i> 15 11	<i>s. d.</i> 17 8	<i>s. d.</i> 22 1	<i>s. d.</i> 30 2	<i>s. d.</i> 32 4
2nd " ..	19 8	20 3	27 10	36 8	48 9	..	2nd " ..	18 8	28 11	31 2	35 2	..
3rd " ..	31 8	34 8	40 11	49 5	..	..	3rd " ..	27 11	30 11	35 10	..	..
4th " ..	40 1	43 5	49 6	..	..	..	4th " ..	34 6	37 8	..	..	..
5th " ..	52 0	58 0	..	..	..	..	5th year and until 21 years of age	39 0	..	..	..	..
6th year and until 21 years of age	60 8	..	..	..	..	..	

PROPORTION OF JUVENILES EMPLOYED IN THE PROCESS OF WIRING.

Six juvenile workers to each adult, who if a male is receiving not less than 84s. per week of 44 hours, or if a female is receiving not less than 48s. 1d. per week of 44 hours.

(4) No employer shall employ any male under 19 years of age or any female testing power transformers.

(5)

OTHER EMPLOYEES.

WAGES.

Males.

											Per week of 44 hours.
											£ s. d.
Servicemen..	..	..	..	..	..	..	..	..	..	..	5 8 0
Repairers ..	..	..	..	..	..	..	..	..	..	..	4 16 6
Wiremen—wiring a complete set from a circuit diagram or model ..	..	..	..	..	..	..	..	..	..	..	4 11 6
Other wiremen ..	..	..	..	..	..	..	..	..	..	..	4 7 0
Installers ..	..	..	..	..	..	..	..	..	..	..	4 7 0
Set testers ..	..	..	..	..	..	..	..	..	..	..	4 7 0
Coil winders ..	..	..	..	..	..	..	..	..	..	..	4 7 0
Assemblers ..	..	..	..	..	..	..	..	..	..	..	4 4 0
Cabinet fitters ..	..	..	..	..	..	..	..	..	..	..	4 4 0
All others ..	..	..	..	..	..	..	..	..	..	..	4 4 0

											Per week of 44 hours.
											£ s. d.
The following additional rates shall be paid to Servicemen—											
Who use their own motor cars ..	..	..	..	..	..	..	..	..	..	..	3 0 0
Who use their own motor cycles and side cars ..	..	..	..	..	..	..	..	..	..	..	1 15 0
Who use their own motor cycles ..	..	..	..	..	..	..	..	..	..	..	1 5 0

Females.

											Per week of 44 hours.
											£ s. d.
Wiring a complete set from a circuit diagram or model ..	..	..	..	..	..	..	..	..	..	..	2 12 11
Employed at other wiring ..	..	..	..	..	..	..	..	..	..	..	2 8 1
Coil winders ..	..	..	..	..	..	..	..	..	..	..	2 8 1
All others ..	..	..	..	..	..	..	..	..	..	..	2 4 9

(6) OVERTIME.—All work done in excess of the maximum number of hours fixed as a week's work shall be paid for at the rate of time and a half.

(7) 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 Saturday, Easter Monday, Labour Day, Christmas Day, and Boxing Day.

(8) MEAL ALLOWANCE.—Any male employee over 16 years of age who is required to work overtime for more than two hours without being notified the previous day that he would be so required, shall either be supplied with a meal by the employer or paid a sum of 1s. 6d.

(9) DEFINITIONS.—Serviceman means a person who maintains and repairs radio sets outside his employer's place of business and is engaged in servicing and constructing power amplifier equipment.

Set tester is a person who tests sets under working conditions with valves in sockets.

Wiring a complete set. A person shall be deemed to have wired a complete set when, in addition to completely wiring the power transformer therefor, such person does any portion of the remainder of the wiring of the set.

(10) TESTING EQUIPMENT.—Employers shall supply testing equipment and parts for repairs.

(11) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour 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.

(12) PIECE-WORK.—The Board determines, under the provisions of Section 150 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

D. GRANT, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 10th August, 1940.



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No. 332]

THURSDAY, SEPTEMBER 5.

[1940

Factories and Shops Acts.

DETERMINATION OF THE BILLPOSTERS 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, Sandringham, 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 in the process, trade, business, or occupation of billposting," has made the following Determination, namely:—

(1) That on the 5th September, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.						Other Employees.					
WAGES.						WAGES.					
Per Week of 48 Hours.						Per Week of 48 Hours.					
s. d.						s. d.					
1st six months' experience	..	..	..	..	30 6	Billposters	..	..	..	..	82 0
2nd	..	..	..	..	34 9						
3rd	..	..	..	..	45 0						
4th	..	..	..	..	50 6						
5th	..	..	..	..	55 3						
6th	..	..	..	..	60 6						
PROPORTION.											
Apprentices.											
One apprentice to every three or fraction of three workers receiving not less than 82s. per week of 48 hours.											
Improvers.											
One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 82s. per week of 48 hours.											



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No. 333]

THURSDAY, SEPTEMBER 5.

[1940

Factories and Shops Acts.

DETERMINATION OF THE RETAIL DAIRY BOARD.

NOTES.—(1) On 18th July, 1938, the Butter Board was deprived of the power to "determine the lowest prices or rates which may be paid to any person or persons whosoever employed in the process, trade, business or occupation of preparing milk or cream for trade or sale by retail" and such power was conferred exclusively on the Retail Dairy Board.

(2) 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 whosoever employed in the process, trade, business or occupation of preparing milk or cream for trade or sale by retail" has made the following Determination, namely:—

(1) That on the 7th September, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Improvers.										Other Employees.									
WAGES.										WAGES.									

(5) OVERTIME.—(a) All time worked in excess of six hours on Sunday, eight hours on any other day, or 44 hours in any week shall be paid for at the rate of time and a half.

(b) In the case of a worker who in any week has done work subject to this Determination as well as work subject to an Award and/or another Determination the following provisions shall apply (irrespective of the order in which the several duties may have been performed) when the aggregate hours worked in such week exceed 44 hours :—

(i) When the sum of the hours worked under an Award and/or another Determination is less than 44 he shall be paid overtime for the number of hours by which his work under this Determination carries his total hours beyond 44.

(ii) When the sum of the hours worked under an Award and/or another Determination is 44 or greater than 44 he shall be paid overtime for all work done under this Determination.

Overtime under this clause shall be at the rate of time and a half calculated on the ordinary worker's rate.

In this clause—

“Award” means an award of the Commonwealth Court of Conciliation and Arbitration.

“Determination” means a determination of a Wages Board appointed under the Factories and Shops Acts.

(6) MEALTIME.—No employee shall be permitted to work more than five hours continuously without being allowed a meal period of not less than 30 minutes, and not more than one hour. Such meal period shall not be calculated as time worked.

(7) TIME BOOK OR OTHER RECORD.—(a) Each employer shall at the place of employment keep a record or time book in which each employee shall indelibly record daily his or her correct times of beginning and ending work, and in addition in such record or time book shall also indelibly record the total weekly hours worked and the amount of wages received for such week.

(b) Such record or time book shall, on demand, be produced by the employer for inspection to any officials (not more than two at one time) of the Federated Cold Storage and Meat Preserving Employees Union of Australasia duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union, at the place of employment. Such inspection shall be completed as soon as is reasonably possible.

(c) Where an employee performs work for which a special rate is provided, a record of such work and the nature of same shall be recorded in the time book or equivalent record.

(d) The record or time book shall show the particulars herein required for not less than the last preceding three months of employment.

(8) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker. Notwithstanding anything in this clause an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct or carelessness in the performance of his duties, or if after receiving seven days' notice of termination of employment the employee does not carry out his duties in the same manner as before such notice.

(9) HOLIDAYS.—An employee shall be allowed two weeks' holiday on full pay at the expiration of each twelve months' service.

If an employee leaves or is dismissed before the expiration of twelve months, he shall be given or paid for holidays *pro rata* in accordance with the length of service, namely, one day for each month of service.

23 If the business be sold or transferred during the period of service, the employee shall be entitled to the two weeks' holiday at the conclusion of twelve months' service with the business.

(10) ALLOWANCE.—When an employee is required by law or by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.

(11) TERMS OF ENGAGEMENT.—All employees shall be paid the full weekly wage irrespective of the number of hours fixed not exceeding 44 per week.

D. GRANT, Chairman.

J. R. MACPHERSON, Secretary.

Melbourne, 22nd August, 1940.