

## VICTORIA GOVERNMENT GAZETTE.

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No. 336]

## THURSDAY, SEPTEMBER 12.

[1940

Factories and Shops Acts.

#### DETERMINATION OF THE HORSEHAIR BOARD.

Note -This Determination applies to the whole of the State of Victoria.

[N a scordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 16th June, 1913, has had the the power to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of preparing hersehair, cowhair, or pighair for trade or sale," has made the following Determination, namely:—

(1) That on the 28th September, 1940, the last previous Determination of the Board shall be revoked and replaced by this Determination.

**(2)** 

Apprentices.						Imp	DIOVER	and Juvenile	Work	Other Employees.						
WAGES.					WAGES.							Preparing Body Hair.				
	f.				d.						a.	d.	WAGES.			
st year					9	lat	year				23	9		Per V	Voel	
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d "			::	35	3	3rd	"	•••		••	58	9	Persons engaged on hair-washing			
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Ъ.,	•••	•••	•••	58	ğ		**						Persons engaged on hair-drying		-	
- ,,	•••	••			- 1								machines	00	0	
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			٠, ٠	• •				•		•		· ·	dried hair into bales		0	
One ap	prentice	to every	three	or fra	ction	0	ne ir	nprove	er to ever	y five	Wo	rkers	All others	84	0	
		receiving					iving	not les	sa than 84s	. per v	veek.					
s. per v	veek.												Preparing any other kind of	Hair	•	
								Ju	enile Work	A74.			WAGES.			
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			,					venile	worker t	0 e <b>v</b> e	ry :	Hand	Hand Spinners		d.	
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<sup>(3)</sup> Definitions.—A juvenile worker is a person (other than an apprentice or an improver), under 21 years of age employed assisting and working under the direction of a hand spinner irrespective as to whether such hand spinner is employed as a time wages employee or at piecework.

A hand spinner means an adult worker engaged in hand spinning and/or curling hair with the use of power.

- (4) ORDINARY WEER'S WORK.—The number of hours which shall constitute a week's work shall be 44 per week.
- (5) OVERTIME.—Any employee who works for any time in excess of the number of hours fixed for an ordinary week's work shall be paid for such extra time at the rate of time and a half.

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- (6) Terms of Engagement.—(a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.
- (b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.
- (c) Sub-clauses (a) and (b) of this clause shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.
  - (d) Casual employees shall be guaranteed not less than two hours' engagement every start.
- (e) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.
- (7) CASUAL WORK.—Casual work, i.e., work for less than a full week, shall be paid for at the ordinary wages rates calculated pro rata with the addition of five per centum.
- (8) MEAL ALLOWANCE.—Any employee required to work overtime beyond two hours without previous day's notice shall be allowed 2s. meal money.
- (9) MACHINERY TO BE STOPPED DURING MEAL HOURS.—In any place where body hair is prepared for trade or sale, all machinery shall be stopped during meal hours.
  - (10) SHIFT WORK.—Employees working afternoon or night shifts shall be paid 5 per cent. more than ordinary rates.
- ; (11) Special Rates.—All work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day, shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the day so substituted.
- (12) PIECE-WORK.—That the lowest piece-work prices to be paid to persons for doing work of the kind specified in the following schedule shall be:—

Employer to supply all tools and material.

In addition to the piecework rates herein prescribed for a hand spinner the employer shall pay in full the wages of every juvenile worker who assists such hand spinner.

- D. GRANT, Chairman.
- J. V. WILLOX, Secretary.

Melbourne, 26th August, 1940.



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### THURSDAY, SEPTEMBER 12.

[1940

#### Factories and Shops Acts.

#### DETERMINATION OF THE NURSERYMEN'S BOARD.

Nors.—This Determination applies to 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 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 appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed by a nurseryman in the business or occupation of a nurseryman," has made the following Determination, namely:—

(1) That on the 6th September, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

· (2)

. Apprentices or Impro	. `.			Juvenile workers, i.e., persons under 17 years of age (not being apprentices or im- provers) in running mes- sages, waiting on workmen, cleaning up, or handling seedlings.				Other Employees.	,		
	Per v	veek	of 44 h	ours.							
Wages.	Males.		Females.		WAGE	9.			Wages.		
TT AUSO.							Per week of 44 hours,			Per w	eek[of
	8.	d.	8.	d.				đ,		4,	d.
15 years of age or under	13	3	13	3			13		Propagators in charge of one or more		
16 years of age	17	9	16	9		• •	16	3	employees working under glass	101	0
17 years of age	25	6	21	9	3rd year	••	18	9	General nursery hands, i.e., persons en-		
18 years of age	33	0	28	9	!				gaged at budding, grafting, planting,		_
19 years of age	43	3	35	0					or potting		6
PROPORTION.  Apprentices. One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  Improvers. One improver to every three or fraction of three workers receiving not less than 84s. per week of									Females engaged at pricking off seed lings or preparing them for transit picking flowers, picking seeds, staking plants in pote, cleaning cuttings, o weeding  Nursery labourers		3

- (3) TERMS OF EXCLUSIVE.—Employees who work less than 44 hours in any week may be paid pro run according to the number of hours worked.
  - (4) Time of Beginning and Ending Work .- For all persons other than those engaged at watering-

Time of Beginning work, not earlier than—

Time of Ending work, not later than—

8 a.m. .. .. 12 noon on Saturday (or the day on which the half-holiday is locally observed).

8 a.m. .. 5 p.m. on the other working days of the week.

Or Alternatively—

(5) OVERTIME.—The following rates shall be paid for overtime:—

Persons engaged at watering—

For all work done in any week in excess of the maximum number of hours fixed as a week's work.—Time and a half,

All others-

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ls. 8d. per 20 dozen pots

- (6) SPECIAL RATES.—Time and a half shall be the special rate for all work done on Sunday, New Year's Day, Labour Day, Good Friday, Easter Monday, Anzac 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.
- (7) PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the following holidays without deduction of pay:—Christmas Day, New Year's Day, Good Friday, and Anzac Day.
- (8) Annual Holidays.—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 (exclusive of the holidays mentioned in Clause 6) in each year on full pay and such holiday shall be given within three months of the completion of twelve months' service, provided that, for the purpose of this Clause, any service prior to the 8th January, 1938, shall not be taken into account.
- (9) Sigk 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 commencing from the 13th October, 1939.
- (10) RIGHT TO INTERVIEW EMPLOYEES.—During the meal interval, and not more than once a month, 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 or her place of employment on legitimate union business.
  - (11) PIECEWORK.—That the lowest piece-work prices shall be-Washing, 2" to 4" pots 1s. 8d. per 24 dozen pots.
- (12) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males 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, improvers and juvenile workers, and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

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The basic wage shown hereunder shal be adjusted as prescribed in clause 13.

Washing, 41" to 5" pots ...

#### Basic Wage.

I	Place.			Basic	Wage.	Index Number Set Assigned
Within the area to which this Determination	applies	 	 	£ & 3 1	. d. 8 0	Melbourne

- (13) Adjustment of Basic Wace.—(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 (12).
- (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 adusted 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 documents 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.

Inde	x Numb	er Division	15.	Basi	c Wage.	ln	dex Nun	aber Division	Basic	_		
-0× -10					s. d.	2.00					s. d.	
735-746	• •	• •	}	3	0 0	871-88		• •	}	3 1		
747-759				3	1 0	883-89				3 1		
760-771				3	20	896-90	7			3 1	30	
772-783				3	3 0	908-91	9			3 1	40	
784-796				3	4 0	920-93	ž			3 1	5 0	
797-808				3	5 0	933-94	4			3 1	6 0	
809-820			1	3	6 0	945-95				3 1		
821-833				3	7 0	957-96			- 1	3 1		
834-845	• •	• •		3	8 0	970-98		••	1	3 1		
	• •	• •	• •					• •	]			
846-858	• •	• •	}	3		982-99	3	• •		4	0 0	
859-870			]	3	10 0	1		•	ł			

J. W. CLARKE, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 20th August, 1940.