



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.

[In accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 16th June, 1913, has had 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 horsehair, cowhair, or pighair for trade or sale," has made the following Determination, namely:—

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

(2)

Apprentices.				Improvers and Juvenile Workers.				Other Employees.			
WAGES.				WAGES.				Preparing Body Hair.			
Per Week.				Per Week.				WAGES.			
s. d.				s. d.				Per Week			
1st year				1st year				s. d.			
23 9				23 9				Persons engaged on hair-washing			
2nd "				2nd "				machines			
29 3				35 3				Persons engaged on hair-drying			
3rd "				3rd "				machines			
35 3				58 9				Persons who press washed and			
4th "				4th "				dried hair into bales ..			
42 6				67 6				All others			
5th "								84 0			
58 9								Preparing any other kind of Hair.			
Proportion (by any employer).				Proportion (by any employer).				WAGES.			
One apprentice to every three or fraction				One improver to every five workers				Per Week.			
of three workers receiving not less than				receiving not less than 84s. per week.				s. d.			
84s. per week.				Juvenile Workers.				Hand Spinners			
				One juvenile worker to every Hand				Machine Spinners—			
				Spinner.				1st year			
								2nd "			
								And thereafter			
								101 0			
								Drafters			
								101 0			
								Wet or dry hacklers ..			
								101 0			
								Teasers and tail pullers ..			
								88 0			
								All others			
								84 0			

(3) 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 WEEK'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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Factories and Shops Acts.

DETERMINATION OF THE NURSERYMEN'S BOARD.

NOTE.—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, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Juvenile workers, i.e., persons under 17 years of age (not being apprentices or improvers) in running messages, waiting on workmen, cleaning up, or handling seedlings.	Other Employees.			
WAGES.				WAGES.	WAGES.			
Per week of 44 hours.				Per week of 44 hours.	Per week of 44 hours.			
Males. Females.				s. d.	s. d.			
s. d.	s. d.							
15 years of age or under ..	13 3	13 3		1st year ..	13 3	Propagators in charge of one or more employees working under glass ..	101	0
16 years of age ..	17 9	16 9		2nd year ..	16 3	General nursery hands, i.e., persons engaged at budding, grafting, planting, or potting ..	90	6
17 years of age ..	25 6	21 9		3rd year ..	18 9	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding ..	51	3
18 years of age ..	33 0	28 9				Nursery labourers ..	84	0
19 years of age ..	43 3	35 0						
20 years of age ..	54 9	39 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 44 hours.

(3) **TERMS OF ENGAGEMENT.**—Employees who work less than 44 hours in any week may be paid *pro rata* 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—

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.

Time of Ending work, not later than—

Or Alternatively—

7.30 a.m. .. 11.30 a.m. on Saturday (or the day on which the half-holiday is locally observed).

7.30 a.m. .. 4.30 p.m. on the other working days of the week.

(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—

For all work done outside the times of beginning and ending work } Time and a half.
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 }

(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) **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 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.
Washing, 4½" to 5" pots	1s. 8d. per 20 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.

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

Basic Wage.

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

(13) **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 (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 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 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.

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		

J. W. CLARKE, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 20th August, 1940.