



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 377]

TUESDAY, OCTOBER 22.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE WATCH CASES BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of manufacturing or preparing watch cases" has made the following Determination, namely:—

(1) That on the 25th October, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Apprentices or Improvers.					(b) Other Employees.		
Males.			Females.				
Experience	Commencing Age					Within a radius of 50 miles of the G.P.O., Melbourne.	All other parts of Victoria.
	Under 17 Years	17 Years	18 Years or over				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	1st year's experience	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	16 3	21 0	23 6	2nd "	14 9	19 9	102 0
2nd "	24 9	26 3	31 6	3rd "	" "	31 0	99 6
3rd "	33 9	36 9	42 0	4th "	" "	38 9	92 0
4th "	45 9	45 9	..	5th "	" "	44 6	
5th "	58 3	..	..	Thereafter until reaching 21 years of age	49 9		
6th "	67 9	..	..				
7th "	72 0	..	..				

Adult Males—		
First class watch case tradesman ..	102 0	99 6
Second class watch case tradesman	92 0	89 6
All others—		
(a) With less than 3 years' experience	84 0	81 6
(b) With 3 years' experience or more	92 0	89 6
Adult Females—		
(a) If of less than 12 months' experience .. ..	52 0	51 0
(b) If of 12 months' or more experience .. ..	59 0	58 0

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

NOTE.—The rates prescribed above for apprentices or improvers shall apply only to such employees as are under 21 years of age.

### PROPORTION (IN ANY PLACE).

#### Apprentices.

One apprentice to every one male worker receiving not less than the minimum wage.

#### Improvers.

Such number of improvers as together with the number of apprentices does not exceed three to every adult worker receiving not less than the minimum wage.

An indenture of apprenticeship has been prescribed by the Board.

(3) DEFINITIONS.—(a) "First Class Watch Case Tradesman" means an employee working at a bench and engaged in making complete cases which require hinges, and making by hand and fitting any special loop attachments.

(b) "Second Class Watch Case Tradesman" means an employee working at a bench engaged in assembling cases, but not being required to make loops by hand, hinge cases, or 'make and fit' any special hand-made attachments.

(c) "Experience" means work done in the trade of watch case making for any employer whether as an adult worker, apprentice, or improver.

(4) TIME OF BEGINNING AND ENDING WORK BY EMPLOYEES NOT ENGAGED ON NIGHT SHIFT.—

	Time of Beginning.	Time of Ending.
Saturday	7.30 a.m.	1 p.m.
On the other working days of the week	7.30 a.m.	6 p.m.
Time of beginning and ending work by employees engaged on night shift.	9 p.m.	7.30 a.m.

- (5) OVERTIME.—The following rates shall be paid for all work done—  
(a) Outside the hours fixed as the times of beginning and ending work ..  
(b) Within the hours fixed as the times of beginning and ending work in excess of 44 hours in any week } Time and a half.
- (6) SHIFTS.—Where an employee is employed on night shift he shall be paid Ten per cent. in addition to the rates fixed in clause (2).
- (7) PAYMENT FOR A SHORT WEEK.—Subject to the provisions of this Determination, where in any week any factory is open for work for less than 44 hours, the legal rate of payment for such week shall be 1/44 of the rate provided in this determination for the class of work done, multiplied by the number of hours actually worked.
- (8) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Melbourne Cup Day, Christmas Day, or 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. Provided that in Bendigo "Picnic Day" shall be observed as a substitute for Melbourne Cup Day.
- (9) 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, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor. Provided that in Bendigo "Picnic Day" shall be substituted for Melbourne Cup Day.
- (10) TEA MONEY.—Any employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour, 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals. If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal so provided.
- (11) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. Provided that this clause shall only apply to an employee who has been continuously in the same employment for not less than four weeks.
- (12) TOOLS.—The employer shall provide the necessary tools required by him to be used by each employee under 21 years of age.

Melbourne, 10th October, 1940.

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

W. HEATH, Secretary.



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No. 378]

TUESDAY, OCTOBER 22.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE MEAT PRESERVERS 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 18th July, 1938, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(a) Employed in the process, trade, or business of—

- (1) Preserving meat;
- (2) Preparing food products from animal fat or from edible oils;
- (3) Putting up preserved meat or food products prepared from animal fat or from edible oils;

(b) Employed as a storeman, packer, or sorter in connexion with the trade or business of—

- (1) Preserving meat;
- (2) Preparing food products from animal fat or from edible oils,"

has made the following Determination, namely:—

(1) That on the 24th October, 1940, the last previous Determination shall be revoked and replaced by this Determination.

(2) **WAGES.**

Apprentices, Improvers, and Juvenile Workers.				Other Employees.			
		Males. s. d.	Females. s. d.	MEAT PRESERVING SECTION.			
Under 16 years	.. ..	28 3	26 0	Leading hand	.. ..	104 6	
16 years and under 17 years	.. ..	33 0	29 3	Assistant preserver	.. ..	104 6	
17 .. .. 18 .. ..	.. ..	40 0	32 6	Foreman packer	.. ..	104 6	
18 .. .. 19 .. ..	.. ..	47 0	37 0	Females engaged—			
19 .. .. 20 .. ..	.. ..	58 9	41 6	Stamping, or Branding;			
20 .. .. 21 .. ..	.. ..	72 9	47 0	Labelling, keying, wiping tins, and carrying off from			
<b>PROPORTION OF APPRENTICES AND IMPROVERS.</b> <b>MEAT PRESERVING SECTION.</b> <i>Apprentices.</i> One male apprentice to every three or fraction of three male workers receiving not less than 98s. 6d. per week of 44 hours. One female apprentice to every three or fraction of three female workers receiving not less than 53s. 0d. per week of 44 hours. <i>Improvers.</i> One male improver to every 25 or fraction of 25 male workers receiving not less than 98s. 6d. per week of 44 hours. One female improver to every 25 or fraction of 25 female workers receiving not less than 53s. 0d. per week of 44 hours. <b>ALL OTHER SECTIONS.</b> <i>Apprentices.</i> One male apprentice to every three or fraction of three male workers receiving not less than 99s. 6d. per week of 44 hours. One female apprentice to every three or fraction of three female workers receiving not less than 53s. 0d. per week of 44 hours. <i>Improvers.</i> One male improver to every 25 or fraction of 25 male workers receiving not less than 99s. 6d. per week of 44 hours. One female improver to every 25 or fraction of 25 female workers receiving not less than 53s. 0d. per week of 44 hours.				filling table;			
				Weighting, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds;		53 0	
				Preparing for, placing in, taking away from machines and placing in trays;			
				All others	.. ..	98 6	
				<b>ALL OTHER SECTIONS.</b>			
				Mixer	.. ..	106 6	
				Potman	.. ..	106 6	
				Females engaged—			
				Patting, wrapping, stamping, or branding;			
				Labelling, wiping tins, and carrying off from filling tables;			
				Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds;		52 0	
				Taking away from automatic machines;			
				Wrapping premier jus for oleo presses;			
				All others	.. ..	99 6	

**Shift Workers.**—Shift workers shall not commence work before 1 p.m. on any day from Monday to Friday or before 10.30 a.m. on Saturday. They shall be paid at the ordinary rate for the class of work performed for all work done up to the time of ending work fixed in clause (5). For any balance up to 8 hours 10 minutes on days Monday to Friday and 3 hours 10 minutes on Saturday time and a quarter shall be paid.

(3) **PRO RATA PAYMENT OF WAGES.**—An employee other than a "Temporary Worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rates calculated pro rata according to the number of hours worked.

(4) **ORDINARY WEEK'S WORK.**—The number of hours which shall constitute a week's work shall be 44 which may be worked in periods not exceeding 8 hours 10 minutes on each day from Monday to Friday and 3 hours 10 minutes on Saturday, or in periods not exceeding 8 hours 48 minutes on each day from Monday to Friday.

(5) **TIMES OF BEGINNING AND ENDING WORK.**—The times of beginning and ending work each day for persons other than potman or potman's assistant and shift workers shall be as follows:—

(a) In places where work is done on Saturday—

		Time of Beginning.	Time of Ending.
Mondays to Fridays	.. ..	.. 7.15 a.m.	.. 5 p.m.
Saturdays	.. ..	.. 7.15 a.m.	.. 11 a.m.

(b) In places where work is not done on Saturday—

		Time of Beginning.	Time of Ending.
Mondays to Fridays	.. ..	.. 7.15 a.m.	.. 5.30 p.m.

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

- |   |  |                   |
|---|--|-------------------|
| (a) Potman or potman's assistant (not being a shift worker) | For work done in excess of 44 hours in any week ..   | } Time and a half |
| (b) Others (not being shift workers) .. ..                  | (1) Outside the hours fixed in clause (5) ..   |                   |
|   | (Except after 12 noon on Saturday, when the rate shall be double time.)  | } Time and a half |
|   | (2) Within the hours fixed in clause (5) in excess of the hours fixed in clause (4)  |                   |
| (c) Shift workers .. ..                                     | (1) For work done in excess of 8 hours 10 minutes on any day from Monday to Friday or in excess of 3 hours 10 minutes on Saturday before 2.15 p.m. | } Time and a half |
|   | (2) After 2.15 p.m. on Saturday  |                   |
|   |  | Double time       |

(7) **MINIMUM OF OVERTIME.**—Employees called upon to work after meal time as provided in clause (8) after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(8) **MEAL HOURS.**—

- (a) **Breakfast.**—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.15 a.m.
- Dinner.**—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.
- Tea.**—A period of one hour between 5 p.m. and 6 p.m. (when work is to continue after 6 p.m.) shall be allowed for tea.
- (b) Employees working at night shall not work continuously for more than four hours without an interval of one hour for a meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight.
- (c) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

(9) **SUNDAYS AND HOLIDAYS.**—

- (a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Union Picnic Day and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Overtime at the rate of time and a half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.
- (b) Employees called upon to work on Sundays or holidays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.
- (c) Employees (other than temporary workers) not called to work on a holiday shall be paid for such holiday at ordinary rates provided that any portion of the working week is or has been worked by them.

(10) **SMOKE-ON.**—A "smoke-on" period of fifteen minutes shall be allowed employees each morning between 9.30 and 10.30 and each afternoon between 2.30 and 3.30 during ordinary working hours without deduction of pay.

(11) **TEMPORARY WORKERS.**—Temporary workers shall be paid at the rate of time and a third but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

(12) **LIMITATION OF PENALTY RATES.**—Where under any provision in this Determination (other than the provision contained in clause 8(c)), cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

(13) **DEFINITIONS.**—

- (a) A temporary worker shall mean any person who is employed for less than three full consecutive working days: Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.
- (b) Juvenile worker shall mean a person under 21 years of age, other than an apprentice or an improver, who may be employed at—
- Patting, wrapping, stamping, or branding;
  - Labelling, keying, wiping tins, and carrying off from filling table
  - Filling or cleaning tins, jars, or moulds;
  - Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning or sterilizing tins, cartons, or bottles;
  - Taking away from machines;
  - Wrapping premier jus for oleo presses, washing margarine boxes, and assisting potman cleaning up; weighing and closing tins;

(14) **MEAL ALLOWANCE.**—An employee required to work overtime for more than one and a quarter hours after the time of ending work in clause (5), shall be paid 1s. 6d. tea money unless notified on the previous day that his services will be needed. If having been notified accordingly he has provided himself with a meal he shall receive, in the event of the work not being done or ceasing before respective meal times, 1s. 6d. for each meal so provided.

- (15) **FIRST-AID CHEST.**—A first-aid chest, with all necessaries for same, shall be provided.
- (16) **MIXED FUNCTIONS.**—Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.
- (17) **DINING AND DRESSING ROOMS.**—Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.
- (18) **WASHING DOWN.**—For the purpose of washing down, hoses and water-taps must be provided at convenient places.
- (19) **PAYMENT OF WAGES.**—All employees to be paid weekly, and in the time of the employer.
- (20) **MINIMUM OF WORK.**—All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and a half hours' work at least on Saturday, even if they are not required to work.
- (21) **WAITING TIME.**—When an employee has been notified to start work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time of duty.
- (22) **WASHING FACILITIES.**—A proper place shall be provided for the purpose of washing clothes.
- (23) **The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia** shall be allowed to inspect all time and wages books at the place at which the time book or other record is kept between the hours of 10 a.m. and 2 p.m. on any working day excepting pay day or on the day immediately preceding pay day.

D. BERRIMAN, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 7th October, 1940.

