

VICTORI

GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 56

FRIDAY, FEBRUARY 23.

1940

Factories and Shops Acts.

DETERMINATION OF THE FLOCK BOARD.

Note.—(a) 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 made hereunder: such portions of the city of Sandringham as are not included in 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.

N accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 22nd November, 1937, has had the power to determine the lowest prices or rates which may be paid to any persons, employed:—

- (a) in the process, trade, or business of-

 - (i) making flock, mungo, felt, or wadding;
 (ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any Wages Board heretofore appointed;
- (b) in connexion with any process, trade, or business set out in paragraph (a)-
- (ii) as a storeman, packer, or sorter;
 (iii) in assisting a storeman, packer, or sorter;
 (iii) as an assembler, collector, or checker of goods in course of receipt or despatch—

has made the following determination namely:-

(1) That on the 23rd February, 1940, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

		Im	PROVERS	•					Отн	ER EMPL	OYEES.		•	
	,	Wages per	Week of 4	4 Hour	3.			V	ages por	Week of 4	4 Hours.			•
	Age.			Mal	es.	Fe	nales.							
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Note.—Fo	or the purp receiving	ose of cal	lculating	the pr	oportio	n of im	provers	Feeders of rag mach Feeders of machines	ines	••	machine		53 47	9
orking em	plover in a	any estab	lishment	cover	ed by t	his Det	ormina.	Rippers					45	3
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- (3) SHIFT WORK.—(a) By mutual agreement between the employer and employees, shifts may be worked between midnight on Sunday and midnight on the following Saturday.
- (b) In addition to the rates set out in Clause (2) of this Determination, adult workers employed on afternoon and/or night shift shall be paid 4s. per week. Male junior employees shall be paid 2s. per week extra if engaged on afternoon and/or night shift.
 - (c) Shift workers shall not be required to work in excess of 56 hours in any one week.
 - (4) Time of Beginning and Ending Work.—For workers other than shift workers:—

Time of Ending. Time of Beginning. - 6 p.m. on six days in the week. 7 a.m.

(5) OVERTIME.

Shift workers-

- (a) all time worked before or after the usual hours of commencing and finishing a shift in excess of 44 hours;
- (b) within the usual hours of commencing and ending a shift in excess of 44 hours;

- (a) all time worked before or after the times of beginning and ending work prescribed in Clause (4) herein; or (b) within such times of beginning and ending work in excess of 44 hours in any week—shall be paid for at the rate of time and a half.
- (6) PROHIBITION OF EMPLOYMENT.—No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.
- (7) REST PERIODS.—A rost period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.
- (8) Tea Money.—Any employee required to work overtime for a period in excess of one hour after the time fixed in clause (4) for ending work shall be allowed 1s. tea money in addition to overtime rates as prescribed for in this Determination. Provided that this clause shall not apply where the employee was notified 24 hours previously of the intention to work overtime.
- (9) TERMS OF EMPLOYMENT.—Employees who work less than 44 hours in any week may be paid the ordinary wages rate calculated pro rata according to the number of hours worked.
- (10) Holidays.—(a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Australia Day, Good friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.
- .(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such
- (d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least a week prior to the termination of the employment.
- (c) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.
- (11) Special Rates.—Time and a half shall be the special rate for all work done on Sunday, and double time for all work done on New Year's Day, Australia Day, Good Friday, 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.
- (12) PIECEWORK.—That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

.. 1s. 21d. per cwt. Feeding a flook machine ..

Flock Board.

			Males	per Cwt.			Females	per Cwt.	
Piece Rates.		Sorting to or Que	Grade	Sorting to or Quali Sorting to	ty and	Sorting t	o Grade	Sorting to or Quali Sorting to	ity and
Wool, shoddy or mantle clips Hosiery Wholesale tailoring factory clips Bespoke tailors and dressmakers' clips Shirt factory cottons Cottons, other than shirt factory cottons Sweepings Rage (not including cutting and metalling)	 	 8. 8 28 8 12 1 3 7	d. 3 0 3 6 9 6 3	8. 16 56 16 25 3 7	d. 6 0 6 0 6 0 6 0 0	8. 4 15 4 7 1 2 4	d. 9 9 9 3 0 0	s. 9 31 9 14 2 4 8 2	d. 6 6 6 0 0 3 3 3
			Ripping. Ri		Rippin	Ripping and Sor Qua		ade or	
		Mal	ce.	Females		м	ales.	Fem	ales.
Ripping woollens— By machine By hand	 	 s. 3	d. 3 6	s. 2 5	d. 0 9	s. 6 19	d. 3 0	4	d. 0 6

Note.-The above piecework prices shall be calculated on the weight of material supplied to the pieceworker.

(13) 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 improvers 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 (14).

Basic Wage.

	Place,		 	_	Basic Wage.	Index Number Set Assigned,
Within the area to which this Determination a	applies	 ••	 ••		£ s. d. 3 15 0	Melbourne

- (14) Adjustment of Basic Wage.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be prescribed in clause (13).
- (b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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.

İ	Į.
	£ s. d. 3 10 0
• • •	
	3 11 0
1	3 12 0
	3 13 0
	. 3 14 0
	3 15 0
	3 16 0
	3 17 0
	3 18 0
	3 19 0

R. J. EDWARDS, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 8th February, 1940.

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VICTORIA

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No. 57]

FRIDAY, FEBRUARY 23.

[1940

Factories and Shops Acts.

DETERMINATION OF THE WHARFS AND JETTIES BOARD.

Note.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Act 1928 and the Order in Council thereunder; such portions of the city of Sandringham as are not within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; and the Moorpanyal riding of the shire of Corio.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which since the 10th November, 1927, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of constructing or demolishing wooden or concrete wharfs, piers, or jetties," has made the following Determination, namely:—

(1) That on the 24th day of February, 1940, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in December, 1939 shall be revoked and replaced by this Determination.

(2)

-	rovers.		Other Employees.		Wag	C8.	
				Where Shift is Wo	only	Where Shifts Work	ATO
WAGES.			<u>,</u>	s.	d.	.	ď.
	8.	d.	Foreman	118	3	123	3
Under 16 years of age	26		Leading hand, i.e., a person in charge of not less than-	,,,			_
. ,, 17 ,, ,,	43	9 3	(a) three nor more than ten employees	112	3	117	3
,, 18 ,, ,, ,, 19 ,, ,,	- 7	6	The state of the s	108	3 0	120 113	3
	60	ŏ	Pile-driver's offsider	92	ŏ		ŏ
,, 20 ,, ,, ,, 21 ,, ,,	69	6	Wharf carpenters, employed on cross heads, beams, walings,	02	٧	. "	U
" " " "		٠.	transoms, kerbings, capping and bollards, braces or lower	1		ł	
			walings, decking, marginal or stepping decking, fenders, tie	1		i	
PROPORTION (in an	y place).		beams, trimmers, ladders and steps, platforms for points			i	
,	- '		and approaches thereto, boat landings, ring bolts, mooring			i	
			hooks, mooring piles, beacons, fencing, pile-pointing, pile-			í	
Apprentice	8.		ringing, form work for concrete construction, or fitting and			i	
			fastening all angle iron for waterways	106	3	111	3
One apprentice to every the			Oxy acetylene burner on demolition work	106	3	111	3
hree workers receiving not	ess than 81	s. Va.	Saw sharpener	105	6	110	6
per week of 44 hours.			Cleater	92	0	97	0
			Q31-n -n	> 89	0	94	0
Improvers			77. 41	lł		ı	
	•		Wharf carpenter's assistant	87	0	92	0
1 mprovers					۰	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	v
•	four or fr	etion	Thumpou				
Three improvers to every			Dumper	84	6	89	6
Three improvers to every			Dumper Other demolition workers	84 81	6	89 86	6
Three improvers to every			Dumper Other demolition workers			89 86	
Three improvers to every			Dumper Other demolition workers				
Three improvers to every			Dumper Other demolition workers			86	Ö
Three improvers to every			Other demolition workers	81	0		Ö
Three improvers to every			Other demolition workers All others CONCRETE WORK. Pneumatic pick user or jack hammer-man Concrete floater Mixer operator	90	0	86 95	0
Three improvers to every			Dumper Other demolition workers All others CONCRETE WORK. Pneumatic pick user or jack hammer-man Concrete floater Mixer operator Men filling moulds	90 89	0 0	95 94	0 0
Three improvers to every			Other demolition workers All others CONCRETE WORK. Pneumatic pick user or jack hammer-man Concrete floater Mixer operator Men filling moulds Gaugers, i.e., persons filling gauged barrows or boxes	90 89 89	0 0 0	95 94 94	0 0 0
Three improvers to every			Other demolition workers All others CONCRETE WORK. Pneumatic pick user or jack hammer-man Concrete floater Mixer operator Men filling moulds Gaugers, i.e., persons filling gauged barrows or boxes Other mixers	90 89	0 0	95 94	0 0 0
•			Dumper Other demolition workers All others CONCRETE WORK. Pneumatic pick user or jack hammer-man Concrete floater Mixer operator Men filling moulds Gaugers, i.e., persons filling gauged barrows or boxes	90 89 89 89	0 0 0	95 94 94	0 0 0

- (3) HOURS.—The number of hours to constitute an ordinary week's work shall be 44.
- (4) TERMS OF ENGAGEMENT.—(a) Engagement may be by the week or by the hour. If by the week it shall be terminable on either side by a week's notice, which may be made to expire at any time during a week of the employment.

Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled to payment in respect of wages only up to such time of dismissal.

(b) If an employee engaged by the week absents himself from work his wages shall be subject to a deduction for the time so absent.

Provided that if within twenty-four hours of the commencement of such absence he forwards or produces a certificate from a medical practitioner, or other evidence satisfactory to the management that his absence is reasonably justified by ill-health, his wages shall be free of such deduction for a period of four days in any one year.

- (c) If engagement is by the hour, the rates of wages shall be increased by 5s. per week to cover payment for holidays and sick leave, but such amount shall not be taken into consideration when computing overtime, Sunday and holiday rates.
 - (5) SHIFTS.—That—
 - (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) Saturday (day shift)			Time of Beginning 8 a.m. 7.45 a.m.	::	Time of Ending. 5 p.m. 11.45 a.m.
Where two shifts are worked-					
Monday to Saturday (day shift)			6.30 a.m.		2.30 p.m.
,, ,, (afternoon shift)	• •	• •	2.30 p.m.		10.30 р.ш.

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 total length of any shift be increased.

- (b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half for the first four hours, and thereafter double time.
- (6) Holldays.—(4) An hourly employee shall be entitled to receive the following holidays without pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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 day so substituted shall be observed.
 - (b) An employee on weekly engagement shall be entitled to the above-mentioned holidays without deduction of pay.
- (7) SPECIAL RATES.—All time worked on Sundays or on any of the holidays prescribed herein shall be paid for at the rate of double time.
 - "Rate of double time" for weekly employees shall mean as to the holidays set out an extra payment at the ordinary rate in addition to the rate ordinarily receivable.
 - (8) WET WORK RATE.-Men who in the ordinary course of their work are-
- (9) Meal Allowance.—An 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 is. 6d., or if the 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 work and who can reasonably return home for meals.
- (10) LIVING ALLOWANGE.—Where employment necessitates the absence of an employee from the usual place of residence for more than a period of 24 hours he shall be entitled to an allowance of 12s. per week.
 - (11) HOT WATES.—The employer shall make provision where practicable for the supply of hot water during meal hours.
- (12) CHANGING TIME.—When an employee, in the course of his work, falls or is knocked into water, not more than one hour without deduction of pay shall be allowed to enable him to change into dry clothing.
- (13) MIXED FUNCTIONS.—Where an employee is required to do, and does on any one day for a time exceeding four hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.
- (14) 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 rate 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 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (15).

Basic Wage.

Place	Basic Wage.	Additional Constant Loading.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 3 15 0	s. d. 6 0	Melbourne

- (15) Adjustment of Basic Wage.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (14).
- (b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statisticians' "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 to a place 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 plus the additional constant loading as prescribed in clause 14.

Index Number Divisions.			Basi	c W	age.	 	Index Nu	nber Divis	ions.		Basi	ic W	nge.	
					8.	<i>d</i> .								d.
35-746				 3	0	0	871-882					3	11	0
47-759				 3	1	0	883-895					3	12	0
760-771				 3	2	0	896-907				1.	3	13	0
72-783				 3	3	0	908-919					3	14	0
84-796				 3	4	Ō	920-932					3	15	0
97-808				3	5	ō	933-944						16	0
809-820				 3	6	0	945-956				}	3	17	0
21-833				3	7	ő	957-969					3	18	Ó
34-845				 3	8	Ö	970-981	• •	• •				19	0
46-858					9	ŏ	982-993					4	Õ	ō
359-870					10	ŏ	322 000	• •		- •		-		

H. J. RICHARDSON, J.P., Chairman. GEO. E. PARR, Secretary.

Melbourne, 9th February, 1940.