



# VICTORIA GOVERNMENT GAZETTE.

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[1940]

Factories and Shops Acts.

## DETERMINATION OF THE LIMEBURNERS BOARD.

NOTE.—This Determination on 2nd March, 1940, applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power "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 or business of—

- (a) making lime  
(b) pulverizing or bagging limestone.

has made the following Determination namely—

(1) That on the 2nd March, 1940, the adjusted Determination of this Board which came into operation on 1st December, 1939, shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers. (Day Shift.)				Other Employees. (Day Shift.)			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
			s. d.				s. d.
16 years of age or under	..	..	31 6	Lime Burners or Feeders	..	..	89 0
17 years of age	..	..	37 0	Drawers	..	..	89 0
18 years of age	..	..	45 6	Crusher hands	..	..	84 6
19 years of age	..	..	56 0	Operator of a Mechanical Bagging	..	..	89 0
20 years of age	..	..	79 0	Machine	..	..	98 6
Proportion (within any place).				Hydrator Attendant	..	..	87 6
One apprentice and one improver to every three or				Lime Screeners	..	..	90 0
fraction of three workers receiving not less than				Attendant on an Automatic Feeder	..	..	81 6
8s. 6d. per week of 44 hours.				All others	..	..	
An indenture of apprenticeship prescribed by the							
Board was approved on 15th March, 1923.							

(3) EXTRA PAYMENT FOR EMPLOYEES ON AFTERNOON OR NIGHT SHIFT.—Employees on Afternoon or Night Shift shall receive the rates provided in Clause (2) plus 5%.

(4) ~~Shifts~~.—That—

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

				Time of beginning—	Time of ending—
				Where one Shift is Worked.	
Monday to Friday	..	..	(Day Shift)	8 a.m.	5 p.m.
Saturday	..	..	"	8 a.m.	12 noon
				Where two Shifts are worked.	
Monday to Saturday	..	..	(Day Shift)	7 a.m.	3 p.m.
"	"	..	(Afternoon Shift)	3 p.m.	11 p.m.
				Where three Shifts are worked.	
Monday to Saturday	..	..	(Day Shift)	7 a.m.	3 p.m.
"	"	..	(Afternoon Shift)	3 p.m.	11 p.m.
"	"	..	(Night Shift)	11 p.m.	7 a.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 total length of any shift be increased.

(5) OVERTIME:—

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.

(6) **TIME WAGES.**—Any person employed on time wages for less than the number of hours provided for an ordinary week's work shall be paid, for each hour worked up to 22 hours, as follows:—

(a) in any week in which two or more public holidays occur .. At the ordinary wages rate with an addition of sixty-six and two-thirds per centum

(b) in any other week .. .. . At the ordinary wages rate, with an addition of thirty-three and one-third per centum ;

and for each hour worked beyond the 22 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(7) **SUNDAYS.**—Time and a half shall be the special rate payable for all work done on Sundays.

(8) **PUBLIC HOLIDAYS.**—Double time shall be the special rate payable for all work done on Christmas Day, Boxing Day, New Year's Day, Australia Day, 21st April (Labour Day), Good Friday, Easter Monday, Anzac Day, and King's Birthday; 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.

(9) **CRIB TIME.**—Time allowed as Crib time for employees on afternoon or night shift shall be deemed to be time worked.

(10) **SICK LEAVE.**—Where an employee is disabled by personal ill-health (not attributable to misconduct) proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding six days in any year of employment.

(11) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for not less than twelve months shall be granted one week's holiday on full pay, and thereafter one week's holiday (with full pay) on each completed year of service, provided that for the purpose of administering this clause any service prior to the 27th October, 1939, shall not be taken into account.

(12) **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*, this Board hereby determines that the rates for male adults shall be automatically increased or decreased by the same amount, and at the same time as such basic wage, provided that the wage of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be made to the nearest 6d.

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

*Basic Wage.*

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

(13) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the 1st May, 1940, the amount of the basic wage shall be as prescribed in clause (12)

(b) During each future successive period beginning on the 1st May, the 1st August, the 1st November, or the 1st 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.*

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		

H. J. RICHARDSON, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 15th February, 1940.