



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Vinegar and Yeast Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (8) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

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 following trades and branches of trades, that is to say:—

Renovating carpets;	Cinematograph film;
Preparing feathers;	Composition flooring;
Treating flax;	Cutlery;
Treating pyrites and other metalliferous ores;	Artificial flowers and bouquets;
Mixing seed and making poultry foods;	Paper articles not subject to any Board heretofore appointed;
Glass badging;	Honey;
Gold stamping;	Ink or adhesives;
Ivory working;	Lead and shot;
Show-card and ticket-writing;	Silk or parchment lampshades;
Manufacturing or preparing—	Mica products;
Abrasive paper or cloth;	Fishing and other nets;
Asbestos articles;	Ornaments for cakes;
Blue prints;	Plaster models;
Buttons and buckles other than those subject to the	Sporting goods not provided for under any Board heretofore
Determination of the <i>Plastic Moulding Board</i> ;	appointed;
Button badges;	Surgical instruments;
Carbon articles;	Toys;
Chalk, crayons, or other articles from mineral earth;	Watch cases"

has made, in respect of the manufacturing or preparing of Vinegar and Yeast—
the following Determination, namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section which became operative as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

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(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	s.	d.		s.	d.
Under 17 years of age ..	29	3	Under 17 years of age ..	28	9
17 years of age ..	35	6	17 years of age ..	31	6
18 " " ..	46	9	18 " " ..	35	0
19 " " ..	58	9	19 " " ..	39	0
20 " " ..	64	6	20 " " ..	41	3

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

One male improver to every three or fraction of three male persons receiving not less than the minimum rate prescribed for male adults.

One female improver to every three or fraction of three female persons receiving not less than the minimum rate prescribed for female adults.

Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	85	0
Man engaged in cleaning vinegar generator ..	81	0
*Together with an additional 7s. 6d. for each generator cleaned.		
All others ..	81	0
<i>Females.</i>		
All adults ..	43	6

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
6 a.m. ..	12 noon on Saturday (not more than four hours to be worked daily).
6 a.m. ..	6 p.m. on the other working days of the week (not more than eight hours to be worked on any day).

(6) OVERTIME AND TEA MONEY.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half.

Employees who are required on any day to work overtime extending beyond 5.45 p.m. on Monday to Friday inclusive, or 12.45 p.m. on Saturday, shall be paid 1s. 6d. tea money, unless on the previous day before ceasing work they shall have been notified of the intention to work such overtime. Where such notice shall have been given, and any new circumstances arise, the employer shall, except on Saturday, be entitled before 12 noon on the day appointed for such overtime to cancel such notice, and in that case the employee shall not be entitled to tea money.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, and Melbourne Cup Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on any of the above-mentioned holidays shall be paid for at the rate of double time; if done on Sunday, at the rate of time and a half.

(8) CASUAL EMPLOYEES.—A casual employee shall mean and be deemed to be any employee engaged for a less period than 44 hours per week. All casual employees in compress yeast factories and vinegar works shall be paid one-tenth per day in addition to wages otherwise prescribed herein.

(9) TERMS OF EMPLOYMENT.—All employees shall be engaged by the week, and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid. Such notice shall be given at the end of a working week. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinbefore mentioned and except absence without deduction of pay in accordance with the following provision:—

Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of the employment.

(10) SHOWERS.—Adequate hot and cold showers shall be provided by each employer for his employees.

(11) ANNUAL LEAVE OF ABSENCE.—Each employee on completion of twelve months' service shall be granted six days' leave of absence, on full pay. A pro rata leave of absence shall be granted to all employees who have worked six months or over.

(12) WATERPROOF CLOTHING AND CLOGS.—Where an employee is called upon to work in or with water, he shall be provided with waterproof clothing, apron, and clogs free during the time he shall be called upon to perform such duties.

(13) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) (b) are based upon the following basic wage rates for adult males and minimum rates for adult females 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 rate and minimum rate. Provided that the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, fractions of threepence in the result of the calculation of the amount of the increase or decrease to be disregarded.

The basic wage rate and minimum rate shown hereunder shall be adjusted as prescribed in clause (14).

Basic Wage.

Place.	Basic Wage for Adult Males and Minimum for Adult Females.	Index Number Set Assigned.
Within the area to which this Determination applies—	£ s. d.	
Males ..	3 15 0	Melbourne
Females ..	2 3 6	„

(14) ADJUSTMENT OF BASIC WAGE FOR ADULT MALES AND MINIMUM RATE FOR ADULT FEMALES.—(a) Until the beginning of the first pay period to commence in May, 1940, the amounts of the basic wage for adult males and the minimum rate for adult females shall be as 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 for adult males and minimum rate for adult females 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 for adult males and minimum rate for adult females shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.			Basic Wage for Adult Males.	Minimum for Females.	Index Number Divisions.			Basic Wage for Adult Males.	Minimum for Females.
			£ s. d.	£ s. d.				£ s. d.	£ s. d.
797-808	..	..	3 5 0	1 18 6	883-895	..	..	3 12 0	2 2 0
809-820	..	..	3 6 0	1 19 0	896-907	..	..	3 13 0	2 2 6
821-833	..	..	3 7 0	1 19 6	908-919	..	..	3 14 0	2 3 0
834-845	..	..	3 8 0	2 0 0	920-932	..	..	3 15 0	2 3 6
846-858	..	..	3 9 0	2 0 6	933-944	..	..	3 16 0	2 4 0
859-870	..	..	3 10 0	2 1 0	945-956	..	..	3 17 0	2 4 6
871-882	..	..	3 11 0	2 1 6	957-969	..	..	3 18 0	2 5 0

(5) The adjustment shall be made on the rates provided in the original Federal Award, which are as follow, viz.:—

WEEKLY WAGES.

(a) IMPROVERS.				(b) ADULTS.								
Males.				Males.								
				s. d.								
Under 17 years of age	25	0	Leading hand, namely, an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees	..	..	70	0	
17 years of age	30	0						
18 "	40	0						
19 "	50	0						
20 "	55	0	Man engaged in cleaning vinegar generator	..	..	*66	0	
							*Together with an additional 7s. 6d. for each generator cleaned.					
							All others	66	0
Females.				Females.								
Under 17 years of age	25	0						
17 years of age	27	0						
18 "	30	0						
19 "	33	0						
20 "	35	0	All adults	35	6

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.

