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VICTORIA GOVERNMENT GAZETTE.

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[1941

Factories and Shops Acts.

DETERMINATION OF THE BISCUIT BOARD.

NOTES:—(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 thereunder, and such portions of the city of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the towns of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(b) On the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits."

[N 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 employed in making biscuits," has made the following Determination, namely:—

(1) That on the 22nd May, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.	
WAGES PER WEEK OF 44 HOURS.			WAGES.	
	Male Apprentices or Improvers.	Female Apprentices or Improvers.	Per week of 44 hours.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s.</i>	<i>d.</i>
Under 16 years of age	25 0	24 3	Bakers (including Wafer Bakers and Branette Bakers)	102 0
16 years of age	31 0	24 3	Brakesman	98 6
17	42 9	27 6	Machine Attendant	96 0
18	49 0	33 3	Men carrying and stacking flour	104 0
19	58 0	36 3	Mixers (including Wafer Mixers and Sugar Cream Mixers)	102 0
20	65 0	39 6	Oven firemen	102 0
Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates.			Adult males operating "Enroba" chocolate dipping machine	95 0
			Despatch hands	95 0
			All other males	92 0
			All other females	48 0

PROPORTION (IN ANY PLACE).	
<i>Apprentices.</i>	
MALES.	
One male apprentice to every three or fraction of three male workers receiving not less than 92s. per week of 44 hours.	
FEMALES.	
One female apprentice to every three or fraction of three female workers receiving not less than 48s. per week of 44 hours.	
<i>Improvers.</i>	
MALES.	
Two male improvers to every male worker receiving not less than 92s. per week of 44 hours.	
FEMALES.	
Four female improvers to every female worker receiving not less than 48s. 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) **OVERTIME.**—

(a) Places in which the week's work is performed in 5½ days—

Time worked in excess of 8 hours on any one day, Monday to Friday (inclusive) .. Time and a half.
Time worked in excess of 4 hours on Saturday Time and a half.

(b) Places in which the week's work is performed in 5 days—

Time worked in excess of 8 hours 48 minutes on any one day, Monday to Friday (inclusive) Time and a half.

(c) Any time worked in excess of 44 hours in any week Time and a half.

(5) **TEA MONEY.**—An allowance of 1s. 6d. for tea money shall be paid to all employees when work extends for more than two hours beyond the usual time of ending work.

(6) **ALLOWANCES.**—Employees who are required to wear, when at work, overalls, the laundering of which is not paid for by the employer, shall be paid the following allowance in addition to their ordinary weekly wage:—

Males aged 19 years and over	2s. per week extra.
Males under 19 years	1s. 6d. per week extra.
All females	2s. per week extra.

(7) **TIME BOOK OR OTHER RECORD.**—The correct times of beginning and ending work shall be recorded daily in a book, time card, or by mechanical means to be furnished by the employer; such record to be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Biscuit Makers' Union of Australia.

(8) **MEAL TIME.**—A meal period of not less than 30 minutes and not more than one hour shall be allowed after a period of five hours' continuous work. Such meal period shall not be calculated as time worked.

(9) **PICNIC DAY.**—The third Tuesday in February shall be a holiday for Union Picnic Day.

(10) **NIGHT WORK.**—

(i) All employees working on night work between the hours of 9 p.m. and 6.30 a.m. shall receive the rate of 2s. per night additional to the usual wage rate.

(ii) No female of any age shall be employed between the hours of 9 p.m. and 6.30 a.m.

(11) **SHIFT WORK.**—Each employee engaged on shift work shall have a break of 10 hours between shifts.

(12) **SUNDAY WORK.**—For all work done on Sunday, double time shall be paid with a minimum of 10s.

(13) **PAYMENT FOR HOLIDAYS.**—Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day; or any other day substituted for the above days by Act of Parliament or Proclamation.

Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup 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.

(14) **ANNUAL LEAVE.**—Employers shall in each year commencing with the year 1939 give their employees continuously employed as defined, a holiday from and after the day observed as Boxing Day to the 31st December inclusive and shall pay wages for ordinary working days included in that period. Piece-workers receiving such holidays shall be paid time work rates.

Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

"Continuously employed" for the purpose of this clause means employed (breaks arising from slackening of work being reckoned as being employed) for the six months immediately preceding the 25th day of each December. Any employee dismissed during the three weeks immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

(15) **SICK PAY.**—

(i) Any adult employee not attending for duty shall lose his or her pay for the actual time lost unless he or she produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to accident arising in the course of his or her employment or to personal ill-health, but such employee shall not be entitled to payment for non-attendance on the ground of such accident or personal ill-health for more than four days in each year. For the purposes of this clause "year" shall mean a period of twelve months commencing on 27th day of May in each year.

(ii) Any adult employee on piece-work not attending for duty on the ground of personal ill-health, shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if, during such period, he or she had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he or she shall comply with and be subject to the conditions for time-workers prescribed in paragraph (i) of this clause.

(16) **PIECE-WORK.**—The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928*, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(17) **AUTHORIZED PERSON MAY ENTER FACTORY.**—The permanent Secretary-Treasurer of the Biscuit Makers' Union of Australia, Victorian Branch, shall have the right to enter and inspect, during working hours, any part of a biscuit factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Biscuit Makers' Union shall have the right to interview employees in regard to conditions of employment.

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

E. G. WILLIAMS, Secretary.

Melbourne, 6th May, 1941.