

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 147]

MONDAY, JUNE 2.

[1941

FURTHER PROROGUING PARLIAMENT AND FIXING THE TIME FOR HOLDING THE SECOND SESSION OF THE THIRTY-FOURTH PARLIAMENT OF VICTORIA.

PROCLAMATION

By His Excellency the Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS The Parliament of Victoria stands prorogued until Tuesday, the third day of June, 1941:

Now I, the Governor of the State of Victoria, in the Commonwealth of Australia, do by this my

Proclamation further prorogue the said Parliament of Victoria until Tuesday, the twenty-fourth day of June, 1941,
and I do hereby fix Tuesday, the twenty-fourth day of June, 1941, aforesaid, at the hour of half-past Two o'clock
in the afternoon, as the time for the commencement and holding of the next Session of the said Parliament of

Victoria, for the despatch of business, in the Parliament Houses, situate in Spring-street, in the City of

Melbourne: And the Honorable the Members of the Legislative Council and the Members of the Legislative

Assembly are hereby required to give their attendance at the said time and place accordingly.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this twenty-eighth day of May, in the year of our Lord One thousand nine hundred and forty-one, and in the fifth year of the reign of His Majesty King George VI.

(L.S.)

WINSTON DUGAN.

By His Excellency's Command,

A. E. LIND, for Premier.

GOD SAVE THE KING!

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No. 148]

MONDAY, JUNE 2.

11941

Factories and Shops Acts.

DETERMINATION OF THE TANNERS (FURRED SKINS) BOARD.

Norg.-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 a tanner of all kinds of furred skins, or a dresser or a dyer of such skins," has made the following Determination, namely:—

(1) That on 6th June, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	· Other Employees.
Males Females employed in beaming, fleshing of any furred ekins. Other line of any furred ekins Other line of any furred eki	## Other Employees. Wages fer Week of 44 Hours.
Female Improvers. One female improver to one, Three female improvers to two, And thereafter, Three additional female improvers to every two additional An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.	,

No. 148.-6721/41.

- (3) Definitions.—"Flesher" is an adult person removing flesh from raw wet skins on a beam or upright knife.
 "Shaver" is an adult person shaving partly dressed skins with a sharp-edged knife.
 "Puller" is an adult person employed pulling wet raw skins over an upright knife.
- (4) OBDINARY WEER'S WORK.—The number of hours which shall constitute an ordinary week's work shall be 44.
- (5) Terms of Employment.—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employer because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.
- (b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.
- (c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.
- (d) No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.
 - (6) SHIFTS-
 - (a) Day Shift.—The times of beginning and ending work shall be:—

 Time of Beginning (not earlier than)—

 8 a.m. 1 n.m. on Saturday.

8 a.m. l p.m. on Saturday. 8 a.m. 6 p.m. on the other working days of the week.

Provided that if the majority of the employees in any department desire to begin work at 7.30 a.m., the work may begin in that department at 7.30 a.m.

- (b) Afternoon, Night, or Other Shift-
 - (i) Hours.—The hours of duty on any shift other than day shift shall be arranged mutually between the employer and the majority of the employees, providing that 9 hours shall be the maximum duration of such shift.
 - (ii) Wages.—An addition of 5 per centum shall be added to the rates fixed for a day shift,
- (7) OVERTIME.—All time worked-
 - (a) Outside the times of beginning and ending work prescribed in clause 6 (a) and agreed upon in 6 (b).
 - (b) Within such times, but in excess of 44 hours in any one week shall be paid at the rate of time and a half for the first four hours work and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
- (8) HOLIDAYS.—All employees shall be granted the following holidays without deduction of pay, viz.:—Good Friday, Labour Day, Christmas Day, Boxing Day, New Year's Day, and the intervening working days between the two last named holidays. If any of the above holidays occur on a Saturday or a Sanday and are not observed on any other day, then employees shall not be paid for such Sanday and shall be paid for such Sanday and shall be paid for such Saturday as for a half day. Provided that any employee who has been in the service of an employer for less than six months shall only be entitled to holiday payment for one day of each month of service in lieu of the aforementioned holidays.

When employment is terminated within twelve months and after three months' service, payment equivalent to one day's pay for each month of service shall be paid in lieu of the above holidays. Provided, however, that in no circumstances shall payment be made for more than ten holidays in any one year of service, the year to commence on 1st January.

- (9) Special Rates.—Double time shall be the rate for all work done on Sunday, New Year's Day, Good Friday, Labour Day (21st April), Christmas Day, or Boxing Day, and the intervening working days between Boxing Day and New Year's 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.
 - (10) MEAL TIME.-Meal time shall be taken between 12 noon and 2 p.m.
- (11) Tools and Appliances.—Every employer shall provide gloves, apron, leggings with vamps attached, or rubber boots for wet work, or any tools or implements of trade required by employees in the performance of their duties.

R. J. EDWARDS, Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 22nd May, 1941.



VICTORIA

GOVERNMENT GAZETTE.

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No. 149]

MONDAY, JUNE 2.

[1941

Factories and Shops Acts.

DETERMINATION OF THE PLASTER OF PARIS 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 persons or classes of persons employed in the process, trade, or business of—

(a) making plaster of paris;

(b) excavating or preparing the raw materials for plaster of paris";

has made the following Determination, namely:-

(1) That on the 29th May, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

		Imp	rovers.							Other Employe				_
1	VAGES	per Wi	ek of	44 H	OUR	·s.				Wages per Week	or 44 Hot	JBS.		
			-	Adjust Rat		Loa (No		Week	kly		Adjustable Rate.	Emergency Loading (Non- adjustable).	Total Weekl Wage	ly
Under 17 years of age 18 " " 19 " 20 " "		OBTION	(IN AN	8. 37 49 61 72 81	8 6 0 7 2	8. 2 3 4 5 6	d. 9 9 6 6 0	8. 40 53 65 78 87	d. 5 3 6 1 2	Calciner Mechanical shovel attendant Washers, driers, baggers, firemen, whoelers and stackers. Manager in charge of gypsum pit Gypsum raisers	98 0 142 0 88 0	s. d. 6 0 6 0 6 0	s. 128 118 104 142 88	0
One improver	to ever	y five or week.	fraction	on of	five	work	ers re	ceivi	ing					

- (3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.
- (4) Hours-
 - (a) Weekly Hours.—The ordinary number of working hours per week shall be 44.
 - (b) Daily Hours.—(i)—Shift workers—A shift shall consist of eight continuous hours, inclusive of a meal break of forty minutes.

 (ii) The daily hours for employees, other than shift workers, shall be eight on Mondays to Fridays inclusive and four on
- Saturdays. (5) Times of Beginning and Ending Work.—The time of beginning and ending work for employees, other than those employed

on shift work, shall be Time of Beginning.
6 a.m.
6 a.m. Time of Ending. . 12 noon on Saturday. 5 p.m. on Monday to Friday inclusive.

(6) OVERTIME.—(a) Shift Workers.—Any shift worker who works in excess of seven hours twenty minutes in any one day shall be paid at the rate of time and a half for the first two hours and thereafter double time.

No. 149.-6416/41.

- (b) Other Employees-
 - (i) All work done outside the hours specified as the times of beginning and
 - ending work

 (ii) Any work done within the hours specified as the three of beginning and ending work, in excess of eight (8) hours on Mondays to Fridays inclusive or in excess of four (4) hours on thereafter double time.

- (7) Meal Money.—Any employee, except one who is employed in a gypsum pit, who is required to work overtime for more than two hours in any one day, and who has not been notified on the previous day that he would be required to work such overtime, shall, unless provided with a reasonable meal by the employer, be paid an allowance of two shillings.
- (8) Time Wages.—With the exception of persons, other than gypsum pit managers, employed in gypsum pits (see clause 9), and any person who is employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work be paid at ordinary wages rates with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.
- (9) PRO RATA PAYMENT.—Persons, other than gypsum pit managers, who are employed in gypsum pits and who work less than 44 hours in any week, shall be paid not less than the ordinary wages rate calculated pro rate according to the number of hours worked.
- (10) Special Rates.—Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day (21st April), Anzac 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.
- (11) PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the holidays mentioned in clause (10) without deduction in pay. Any employee absenting himself from work on any portion of the working day preceding a holiday provided for herein without the permission of the employer, or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.
- (12) PAYMENT OF WAGES.—Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station-
 - (a) All payment of wages shall be made on a day not later than Friday in each week.
 - (b) Payment of wages shall commence within a quarter of an hour after the usual time of ceasing work on pay day. If the pay is not then available employees shall be paid at the rate of time and a half after that quarter of an hour, with a minimum of a quarter of an hour for the time lost as a result of such delay in payment.
- (13) PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.—Any employee, other than one employed in a gypsum pit, who has presented himself for work, as requested by the employer or his responsible representative, shall—
 - (a) If not engaged, be paid a sum equal to the rate for two hours' work.
 - (b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.
- (14) TRANSFORT AT NIGHT.—Any employee, other than one employed in a gypsum pit, who completes his work during the night after trams and other public conveyances have ceased to run, shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.
- (15) FACILITIES FOR MAKING TEA.—The employer shall provide an urn or other heating apparatus for employees, other than those employed in gypsum pits, to heat water for making tea at meal times.
- (16) Termination of Employment.—Except where the conduct of an employee justifies instant dismissal, one week's notice of termination of employment shall be given by either employer or employee or one week's pay shall be paid or forfeited in lieu thereof.
- (17) Containers for Employees' Clothing.—Adequate provision of containers for employees to hang their clothes in shall be made by all employers and the containers provided shall be of such construction as to reasonably protect the clothing from dust.
- (18) Provision of Rubber Gum Boots.—All employers shall provide a pair of rubber gum boots for employees, other than those employed in gypsum pits, who are required to clean out settling pits or to work in other wet places.

A. C. TINGATE, P.M., Chairman,

F. McGREGOR, Secretary.

Melbourne, 14th May, 1941.



VICTORIA

GAZETTE. GOVERNMENT

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No. 150]

MONDAY, JUNE 2.

[1941

Factories and Shops Acts.

DETERMINATION OF THE HORSEHAIR 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 16th June, 1913, has had the the power to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of preparing horsehair, cowhair, or pighair for trade or sale," has made the following Determination, namely:—

(1) That on the 7th June, 1941, the last previous Determination of the Board shall be revoked and replaced by this Determination.

(2)

		Apprentices.					Imp	rovers	and Juvenile	Work	ers.		Other Employees.		
2nd ,, 3rd ,, 4th .,	3rd 36 6 4th 44 0					Wages. Per Week.						Preparing Body Hair. WAGES. Per We See See See See See See See See See			
of thr	ee worke	rs receiving	three	or fi	action than		ne in	aprove	_	y five	wo	rkers	dried hair into bales All others	87	0
of thr	ee worke er week.	rs receiving	g not	or fi	than		ne in	aprove not les	r to ever	y five ∴perv	wo	rkers	dried hair into bales	87	0
of three 87s. pe	ee worke er week.	rs receiving	g not	leas .,	than		ne in	aprove not les	r to ever s than 87s	y five ∴perv	wo	rkers	dried hair into bales All others Preparing any other kind of	87	
of three 87s. pe	ee worke er week.	rs receiving	g not	leas .,	than	rece	ne in iving	aprove not les	r to ever s than 87s	ry five i. per v	wo veek.	rkers	dried hair into bales All others Preparing any other kind of WAGES.	87 Hair Per V	0 Wrel d.

⁽³⁾ Definitions.—A juvenile worker is a person (other than an apprentice or an improver), under 21 years of age employed assisting and working under the direction of a hand spinner irrespective as to whother such hand spinner is employed as a time wages employee or at piecework.

A hand spinner means an adult worker engaged in hand spinning and/or curling hair with the use of power.

No. 150.-6006/41.

⁽⁴⁾ ORDINARY WEEK'S WORK.—The number of hours which shall constitute a week's work shall be 44 per week.

⁽⁵⁾ OVERTIME.—Any employee who works for any time in excess of the number of hours fixed for an ordinary week's work shall be paid for such extra time at the rate of time and a half.

- (6) Terms of Engagement.—(a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.
- (b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.
- (c) Sub-clauses (a) and (b) of this clause shall not affect the right of the employer to diamiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.
 - (d) Casual employees shall be guaranteed not less than two hours' engagement every start.
- (e) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.
- 7) CASUAL WORK.—Casual work, i.e., work for less than a full week, shall be paid for at the ordinary wages rates calculated pro rata with the addition of five per centum.
- (8) MEAL ALLOWANCE.—Any employee required to work overtime beyond two hours without previous day's notice shall be
- (9) MACHINERY TO BE STOPPED DURING MEAL HOURS.—In any place where body hair is prepared for trade or sale, all machinery shall be stopped during meal hours.
 - (10) SHIFT WORK.-Employees working afternoon or night shifts shall be paid 5 per cent. more than ordinary rates.
- (11) Special Rarss.—All work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day, shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the day so substituted.
- (12) Right of Entry of Union Official.—A duly accredited representative of the Federated Storomen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

 - (a) That he produces his authority to the employer or his representative.
 (b) That he interviews employees only at the place where they are taking their meal.
 (c) That not more than one representative in all be in any establishment at any one time.
 (d) That no one representative visit an establishment more than once a fortnight.
 (e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.
- (13) PIECEWORE. -That the lowest piecework prices to be paid to persons for doing work of the kind specified in the following chedule shall be:-

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Mixing, spinning, and curling hair with use of power

Hand spinning and/or curling of hair with use of power

Wet hackling and drafting horsehair 13 inches and over in length

" " under 13 inches in length

Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair

18 inches and over in length—clippings not to exceed 3 per cent.

Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.

Wet hackling and drafting cowhair

Drafting cowhair (tails) (already wet hackled)

Pulling—taking long count

Wet hackling horsehair (excluding mane hair and mane hair knots)

" " (including mane hair and mane hair knots)

" " anane hair

" " cowhair (tails)

Sorting horsehair
                                                                                                                                                                                                                                                                                                                                                                                                                              12s. 11d. per 100 ib.
10s. 41d. per 112 lb.
101d. per lb.
1s. 81d. per lb.
                                                                                                                                                                                                                                                                                                                                                                                                       11 d. per lb.
18. 7 d. per lb.
18. 4 d. per lb.
18. 1d. per lb.
                                                                                                                                                                                                                                                                                                                                                                                                          .. 41d. per dozen
.. 17s. 5d. per 100 lb.
                                                                                                                                                                                                                                                                                                                                                                                                          .. 21s. 8d.
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            ,,
                                                                                                                                                                                                                                                                                                                                                                                                                            32s. 1d.
22s. 9d.
    Sorting horsehair
                                                                                                                                                                                                                                                                                                                                                                                                                                12<del>]</del>d.
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    extra.
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Employer to supply all tools and material.

In addition to the piecework rates herein prescribed for a hand spinner the employer shall pay in full the wages of every juvenile worker who assists such hand spinner.

PERODICAL ADJUSTMENT OF WAGES.

(14) 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 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 apprentices, improvers and juveniles 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. Provided also that the piecework prices set out shall be increased or decreased by the same percentage and at the same time as the basic wage.

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

Rasic Wage

Pince.			Basic Wage.	Index Number Set Assigned.
			£ s. d.	
Within the area to which this Determination applies	• • •	 	 4 1 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

- (15) (a) Until the beginning of the first pay period to commence in August, 1941, 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 an August, a November, a February, or a May, 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.				-		£	ε.	đ.		
59-870					3	10	0	945-956					3	17	0		
71-882					3	11	0	957-969					3	18	0		
83-895					3	12	0	970-981					3	19	0		
96-907					3	13	0	982-993					4	0	0		
08-919						14		994-1006					4	1	0		
20-932					3	15	0	1007-1018					4	2	0		
33-944						16		1019-1030					4	3	0		

The Index Number Divisions in this table are based upon the equating of the Index Number 1,000 with a basic wage of 31s. per week, and any extension of the table must be of the same construction as the table.

- D. GRANT, Chairman.
- J. V. WILLOX, Secretary.

Melbourne, 7th May, 1941.

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