



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, JULY 24.

[1941

Factories and Shops Acts.

DETERMINATION OF THE MEAT PRESERVERS 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 18th July, 1938, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(a) Employed in the process, trade, or business of—

- (1) Preserving meat;
- (2) Preparing food products from animal fat or from edible oils;
- (3) Putting up preserved meat or food products prepared from animal fat or from edible oils;

(b) Employed as a storeman, packer, or sorter in connexion with the trade or business of—

- (1) Preserving meat;
- (2) Preparing food products from animal fat or from edible oils,"

has made the following Determination, namely:—

(1) That on the 24th July, 1941, the last previous Determination shall be revoked and replaced by this Determination.

(2)

WAGES.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Males.			Females.		
	Weekly Rate.	War Time Loading.	Total Weekly Wage.	Weekly Rate.	War Time Loading.	Total Weekly Wage.
Under 16 years	<i>s. d.</i> 29 3	<i>s. d.</i> 1 3	<i>s. d.</i> 30 6	<i>s. d.</i> 27 0	<i>s. d.</i> 1 0	<i>s. d.</i> 28 0
16 years and under 17 years	34 3	1 3	35 6	30 3	1 3	31 6
17 " " 18 " "	41 6	1 6	43 0	33 9	1 3	35 0
18 " " 19 " "	48 9	2 0	50 9	38 6	1 6	40 0
19 " " 20 " "	61 0	2 3	63 3	43 0	1 9	44 9
20 " " 21 " "	75 6	3 0	78 0	48 9	1 9	50 6

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 105s. 6d. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 57s. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 105s. 6d. per week of 44 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 57s. per week of 44 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 106s. 6d. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 57s. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 106s. 6d. per week of 44 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 57s. per week of 44 hours.

OTHER EMPLOYEES.

MEAT PRESERVING SECTION.				ALL OTHER SECTIONS.			
	Weekly Rate.	War Time Loading.	Total Weekly Wage.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Leading hand, i.e., a person in charge of a department or shift	107 6	4 0	111 6	Mixer	109 6	4 0	113 6
Assistant preserver	107 6	4 0	111 6	Potman	109 6	4 0	113 6
Females engaged—				Females engaged—			
Stamping, or Branding ..				Patting, wrapping, stamping, or branding			
Labelling, keying, wiping tins, and carrying off from filling table				Labelling, wiping tins, and carrying off from filling tables			
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds ..	55 0	2 0	57 0	Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds	55 0	2 0	57 0
Preparing for, placing in, taking away from machines and placing in trays ..				Taking away from automatic machines			
All others	101 6	4 0	105 6	Wrapping premier jus for oleo presses			
				All others	102 6	4 0	106 6

Shift Workers.—Shift workers shall not commence work before 1 p.m. on any day from Monday to Friday or before 10.30 a.m. on Saturday. They shall be paid at the ordinary rate for the class of work performed for all work done up to the time of ending work fixed in clause (5). For any balance up to 8 hours 10 minutes on days Monday to Friday and 3 hours 10 minutes on Saturday time and a quarter shall be paid.

(3) **PRO RATA PAYMENT OF WAGES.**—An employee other than a "Temporary Worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rates calculated pro rata according to the number of hours worked.

(4) **ORDINARY WEEK'S WORK.**—The number of hours which shall constitute a week's work shall be 44 which may be worked in periods not exceeding 8 hours 10 minutes on each day from Monday to Friday and 3 hours 10 minutes on Saturday, or in periods not exceeding 8 hours 48 minutes on each day from Monday to Friday.

(5) **TIMES OF BEGINNING AND ENDING WORK.**—The times of beginning and ending work each day for persons other than potman or potman's assistant and shift workers shall be as follows:—

(a) In places where work is done on Saturday—

	Time of Beginning.	Time of Ending.
Mondays to Fridays .. ..	.. 7.15 a.m.	.. 5 p.m.
Saturdays .. .. .	.. 7.15 a.m.	.. 11 a.m.

(b) In places where work is not done on Saturday—

	Time of Beginning.	Time of Ending.
Mondays to Fridays .. ..	.. 7.15 a.m.	.. 5.30 p.m.

(6) **OVERTIME.**—The following overtime rates shall be paid for overtime:—

(a) Potman or potman's assistant (not being a shift worker)	For work done in excess of 44 hours in any week ..	Time and a half
(b) Others (not being shift workers)	(1) Outside the hours fixed in clause (5) (Except after 12 noon on Saturday, when the rate shall be double time.)	Time and a half
	(2) Within the hours fixed in clause (5) in excess of the hours fixed in clause (4)	Time and a half
(c) Shift workers	(1) For work done in excess of 8 hours 10 minutes on any day from Monday to Friday or in excess of 3 hours 10 minutes on Saturday before 2.15 p.m.	Time and a half
	(2) After 2.15 p.m. on Saturday	Double time

(7) **MINIMUM OF OVERTIME.**—Employees called upon to work after meal time as provided in clause (8) after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(8) **MEAL HOURS.**—

- (a) **Breakfast.**—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.15 a.m.
Dinner.—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.
Tea.—A period of one hour between 5 p.m. and 6 p.m. (when work is to continue after 6 p.m.) shall be allowed for tea.
- (b) Employees working at night shall not work continuously for more than four hours without an interval of one hour for a meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight.
- (c) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

(9) **SUNDAYS AND HOLIDAYS.**—

- (a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Union Picnic Day and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Overtime at the rate of time and a half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.
- (b) Employees called upon to work on Sundays or holidays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.
- (c) Employees (other than temporary workers) not called to work on a holiday shall be paid for such holiday at ordinary rates provided that any portion of the working week is or has been worked by them.

Notwithstanding the provisions of sub-clause (c) an employee who does not work on Anzac Day shall not be entitled to payment for such holiday.

(10) **ANNUAL LEAVE.**—Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted one week's holiday on full pay in each year, and such holiday shall be given within three months of completion of each twelve month's service.

If the employee leaves or is dismissed before the expiration of twelve months' service, then such employee shall be given one half-day's holiday or be paid one half day in respect of each calendar month's or part of a calendar month's service. Provided that an employee shall not be entitled to one half day's holiday for part of a calendar month until he has completed six calendar months' continuous service with the same employer. For the purpose of this clause service prior to 3rd April, 1941 shall be disregarded.

(11) **SMOKE-OH.**—A "smoke-oh" period of 15 minutes without deduction of pay shall be allowed as follows :—

(a) To shift workers—

At intervals of not less than 2 hours nor more than 2½ hours after the commencement of work or of recommencing work after a meal break. Provided that where a meal break occurs within any such interval of 2½ hours the employee shall not be entitled to a "smoke-oh" during that interval.

(b) To other workers—

Each morning between the hours of 9.30 and 10.30 and each afternoon between the hours of 2.30 and 3.30.

(12) **TEMPORARY WORKERS.**—Temporary workers shall be paid at the rate of time and a third but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

(13) **LIMITATION OF PENALTY RATES.**—Where under any provision in this Determination (other than the provision contained in clause 8 (c)), cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

(14) **DEFINITIONS.**—

(a) A temporary worker shall mean any person who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

(b) Juvenile worker shall mean a person under 21 years of age, other than an apprentice or an improver, who may be employed at—

Patting, wrapping, stamping, or branding;

Labelling, keying, wiping, tins, and carrying off from filling table;

Filling or cleaning tins, jars, or moulds;

Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning or sterilizing tins, cartons, or bottles;

Taking away from machines;

Wrapping premier jus for oleo presses, washing margarine boxes, and assisting potman cleaning up; weighing and closing tins.

(15) **MEAL ALLOWANCE.**—An employee required to work overtime for more than one and a quarter hours after the time of ending work in clause (5), shall be paid 1s. 6d. tea money unless notified on the previous day that his services will be needed. If having been notified accordingly he has provided himself with a meal he shall receive, in the event of the work not being done or ceasing before respective meal times, 1s. 6d. for each meal so provided.

(16) **WEIGHT CARRYING.**—No female over the age of eighteen years shall be required to carry a greater weight than thirty pounds. Section 207 of the *Factories and Shops Act 1928* (No. 3677) provides that—"No person employing any girl under the age of eighteen years in a factory or shop shall permit such girl while so employed to lift or carry a greater weight than twenty-five pounds."

(17) **FIRST-AID CHEST.**—A first-aid chest, with all necessaries for same, shall be provided.

(18) **MIXED FUNCTIONS.**—Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.

(19) **DINING AND DRESSING ROOMS.**—Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

(20) **WASHING DOWN.**—For the purpose of washing down, hoses and water-taps must be provided at convenient places.

(21) **PAYMENT OF WAGES.**—All employees to be paid weekly, and in the time of the employer.

(22) **MINIMUM OF WORK.**—All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and a half hours' work at least on Saturday, even if they are not required to work.

(23) **WAITING TIME.**—When an employee has been notified to start work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time of duty.

(24) **WASHING FACILITIES.**—A proper place shall be provided for the purpose of washing clothes.

(25) The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia shall be allowed to inspect all time and wages books at the place at which the time book or other record is kept between the hours of 10 a.m. and 2 p.m. on any working day excepting pay day or on the day immediately preceding pay day.

D. BERRIMAN, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 7th July, 1941.

[2627]



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No. 208]

THURSDAY, JULY 24.

[1941

Factories and Shops Acts.

DETERMINATION OF THE BAG MAKERS BOARD.

NOTE.—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 within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, has made the following Determination, namely:—

(1) That on the 26th July, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Improvers.				Juvenile Workers.				Other Employees.				
WAGES.				Female persons under 21 years of age (other than apprentices or improvers) employed in bag-making at				WAGES.				
Per week of 44 hours.								Per week of 44 hours.				
Males. Females.								Males.				
s. d. s. d.								s. d.				
1st 6 months	..	22	3	22	0	Machining,	Combination bag-making machine attend-	..	..	97	0
2nd "	..	26	6	26	3	Cutting,	ant	..	..	97	0
2nd year	..	31	0	30	9	Turning,	Repairers by hand	..	..	97	0
3rd "	..	36	9	36	6	Folding,	Repairers by machine	..	..	97	0
4th "	..	42	6	40	3	Breaking off, or	All others	..	..	92	0
5th "	..	50	9	45	3	Flying.						
PROPORTION.				WAGES.				Females.				
Males.				Per week of 44 hours.				Per week of 44 hours.				
				s. d.				s. d.				
One male improver to every three or fraction of three male workers receiving not less than 92s. per week of 44 hours.				1st 6 months	..	22	0	Bag-making machinist	56	6
				2nd "	..	26	3	Repairers by hand	62	6
				2nd year	..	30	9	Repairers by machine	62	6
				3rd "	..	36	6	Patchcutters	59	6
				4th "	..	40	3	Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—				
				5th "	..	45	3	1st 6 months	43	0
								2nd "	47	6
								Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—				
								1st 3 months	43	0
								All others	54	0
Females.				PROPORTION.								
Two female improvers to every six or fraction of six female workers receiving not less than 54s. per week of 44 hours.				Not more than three juvenile workers to each adult female worker receiving not less than 54s. per week of 44 hours.								

NOTE.—The Board determines that no person shall be employed as an apprentice.

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of beginning—

7.30 a.m. 12.30 p.m. on the day on which the half-holiday is observed locally.
 7.30 a.m. 6 p.m. on the other five working days of the week.

Time of ending—

(4) OVERTIME.—For all work done—

- (a) Outside the hours fixed as the times of beginning and ending work,
 (b) Within the hours so fixed in excess of nine hours on Monday, Tuesday, Wednesday, Thursday, Friday, and four hours on Saturday,
 (c) Within the hours so fixed in excess of the number of hours fixed for a week's work, excluding that provided for under (b),

a time-worker shall be paid at the rate of time and a half and a piece-worker at the rate of rate and a half.

(5) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid—

- (a) in any week in which two or more public holidays occur At the ordinary wages rate, with an addition of fifty 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 at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(6) SUNDAYS AND PUBLIC HOLIDAYS.—That double time shall be paid for all work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (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, the special rate shall only be payable for work done on the day so substituted.

(7) HOLIDAYS.—(a) All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, and Boxing Day.

(b) PIECE-WORKERS.—All piece-workers shall be entitled to the same holidays as are granted to time-workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

(8) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months, shall be granted as holidays with pay the working days between the Christmas holidays and New Year's Day. Notwithstanding anything contained in this clause, an employer may require his employees to continue work on the working days between the Christmas holidays and New Year's Day, in which case he shall grant within four months thereafter to every employee so entitled a continuous holiday equivalent to the working days between the Christmas holidays and New Year's Day, provided that for the purposes of this Clause, any service prior to the 1st December, 1939, shall not be taken into account.

(9) SICK LEAVE.—No deduction shall be made from the wages of any employee who has had not less than twelve months service with the same employer and who is unavoidably absent through illness for not more than four days in any year commencing on the 1st October annually, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further that pieceworkers shall be paid at the same rate as time workers for any such day or days that they are unavoidably absent on account of illness.

(10) REST PERIOD FOR FEMALES.—A rest period of ten minutes, between 9.30 a.m. and 10.30 a.m. each day shall be given to all female employees, without deduction of pay.

(11) PIECE-WORK.—The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	} With 12½ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine)	5½d. "	
Machine repairing ordinary bags (employer to provide twine)	4½d. "	
Machine repairing mill or coal bags (employer to provide twine)	11d. "	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	11d. "	
Machine repairers on piece-work shall also be paid 1s. per hour for any time occupied in cleaning machines or cutting patches.		
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.	}
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. "	
Hand repairing wool packs (employee to provide twine)	4½d. each.	

(12) PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.—The Board determines that any employer may fix and pay piece-work rates to any person employed at repairing by machine (employer to provide twine) or by hand (employee to provide twine) bags other than those for which the Board has fixed a piece-work rate, provided that such piece-worker shall be paid in any week, at least the amount payable to a time-worker performing the same class of work for the same number of hours as such piece-worker.

(13) WAITING TIME.—All piece-workers kept waiting for work, or any materials, or for repair of machines shall be paid the hourly rate of the corresponding time-worker for such waiting time.

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

H. N. JONES, Secretary.

Melbourne, 8th July, 1941.