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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER).

NOTES.—(1) 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; such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(2) By Orders in Council made on the 10th September, 1913, and 21st October, 1930, power was conferred on the Coal and Coke Board to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons employed in any business or occupation connected with the sale or distribution of coal or coke by any—

(*a*) coal importer;

(*b*) coal mine owner;

(*c*) gas company;

(*d*) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has 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 business of a hay, corn, or chaff dealer;

(*b*) employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer;

(*c*) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal, or coke.

(*d*) employed handling or distributing brewers or distillers' grains"—

has made the following Determination, namely:—

(1) That on the 11th August, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) (i)

Improvers.			Other Employees.			
WAGES PER WEEK OF 44 HOURS.	s.	d.	WAGES. (*a*) *In Hay, Corn, or Chaff Stores.* (*b*) *Employed handling or distributing brewers or distillers' grains*	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol. s. d.	All other parts of Victoria where this Determination applies. s. d.	
Under 17 years of age	37	9	Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store	101 0 per week of 44 hours	104 0 per week of 44 hrs.	See also Clause (2) (ii).
17 years of age ..	44	0	Drivers of motor wagons—			
18 " ..	54	3	(*a*) having a capacity of 2 tons or less ..	95 0 " 44 "	98 0 " 44 "	
19 " ..	60	0	(*b*) having a capacity exceeding 2 tons, but not exceeding 4 tons	100 0 " 44 "	103 0 " 44 "	
20 " ..	66	3	(*c*) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	106 0 " 44 "	109 0 " 44 "	
			Carters driving one horse	91 0 " 44 "	94 0 " 44 "	
			Carters driving two horses	96 0 " 44 "	99 0 " 44 "	
			And for every additional horse.. ..	0 6 extra per day ..	0 6 extra per day	
			All others	94 0 per week of 44 hours	97 0 per week of 44 hrs.	

Improvers.	Other Employees.		
	WAGES—*continued.*	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.
PROPORTION.	*Wood Yards, or Wood, Coal, and Coke (Combined) Yards.*		
One improver to the first four or fraction of four workers receiving not less than 88s. per week of 44 hours, and thereafter one improver to each additional four such workers.	Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard ..	s. d. 94 0 per week of 44 hours	s. d. 97 0 per week of 44 hours
	Drivers of motor wagons—		
	(a) having a capacity of 2 tons or less ..	95 0 „ 44 „	98 0 „ 44 „
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	100 0 „ 44 „	103 0 „ 44 „
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	106 0 „ 44 „	109 0 „ 44 „
	Carters driving one horse	91 0 „ 44 „	94 0 „ 44 „
	Carters driving two horses	96 0 „ 44 „	99 0 „ 44 „
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day
	All others	89 0 per week of 44 hours	92 0 per week of 44 hours
	Coal Yards (i.e., *Places where at least 80 per cent. of the Business is done in Coal*) *or Coke Yards.*		
	Drivers of motor wagons—		
	(a) having a capacity of 2 tons or less ..	95 0 per week of 44 hours	98 0 per week of 44 hours
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	100 0 „ 44 „	103 0 „ 44 „
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	106 0 „ 44 „	109 0 „ 44 „
	Carters driving one horse	91 0 „ 44 „	94 0 „ 44 „
	Carters driving two horses	96 0 „ 44 „	99 0 „ 44 „
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day
	All others	105 0 per week of 44 hours	108 0 per week of 44 hours
	Firewood Saw Mills (i.e., *Places where Mechanical Power is used to Saw Firewood*).		
	Benchmen	94 0 per week of 44 hours	97 0 per week of 44 hours
	Drivers of motor wagons—		
	(a) having a capacity of 2 tons or less ..	95 0 „ 44 „	98 0 „ 44 „
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	100 0 „ 44 „	103 0 „ 44 „
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	106 0 „ 44 „	109 0 „ 44 „
	Carters driving one horse	91 0 „ 44 „	94 0 „ 44 „
	Carters driving two horses	96 0 „ 44 „	99 0 „ 44 „
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day
	All others	90 0 per week of 44 hours	93 0 per week of 44 hours

See also Clause (2) (ii).

(2) (ii) EXTRA RATES.

	per week. s. d.
Further additional amount for a person employed handling or distributing brewers' or distillers' grains ..	**3 0**
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	**1 0**

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

(4) TIMES OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon the day the half-holiday is usually observed.
7.30 a.m.	5.15 p.m. five days in the week.

(5) OVERTIME—

(a) *Carters.*

Outside the times of beginning and ending work as herein fixed .. .. Time and a half.

Within the times of beginning and ending work in excess of the number of hours fixed in this Determination as a week's work—first four hours' work—ordinary rate; thereafter .. Time and a half.

(b) *All Others.*

Between midnight and 7.30 a.m. .. .. Double time.

At any other time outside the times of beginning and ending work as herein fixed .. .. Time and a half.

Within the times of beginning and ending work in excess of the number of hours fixed in this Determination as a week's work—first four hours' work—ordinary rate; thereafter .. Time and a half.

(6) HOLIDAYS AND SUNDAY WORK.—Employees shall be entitled to absent themselves from work without loss of pay on the undermentioned public holidays, viz:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, Fuel and Fodder Trades' Annual Holiday, King's Birthday, Melbourne Cup Day (within 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 Metropolitan District), Christmas Day, and Boxing Day. Work done on Sundays or on any of the specified public holidays shall be paid for as follows:—

(a) On Sundays—

(i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock .. Time and a half;

(ii) All other work .. .. Time and three-quarters.

(b) On any of the specified public holidays—

(i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock .. Time and a half;

(ii) All other work .. .. Double time.

If any other day be substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, the special rate prescribed shall be payable only for work done on the day so substituted.

(7) TIME WAGES.—Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall be paid for time 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 fifty per centum.

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

For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable

(8) CASUAL LABOUR.—Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work shall be paid at the rate of time and a third.

(9) 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 one week's holiday (exclusive of the holidays prescribed in Clause (6)) in each year on full pay, and such holiday shall be given within two months of the completion of the twelve months' service.

For the purposes of this Clause a year shall be deemed to commence on 1st December annually, and service prior to 1st December, 1939, shall be disregarded.

(10) SICK LEAVE.—No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than four days in any year, commencing on 1st December annually, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that the same is not the result of his own misconduct.

(11) TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

PIECE-WORK.

WOOD OR COAL.

(12) The lowest piece-work prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

Cutting Wood.		
4-ft. or over—one cut..	per ton	2s. 5d.
Splitting Wood.		
Box, redgum, or ironbark	per ton (40 cubic feet)..	3s. 1d.
Box, redgum, or ironbark	" (by weight)..	4s. 4d.
Culled box, redgum, ironbark	" "	5s. 8d.
Blocks (box, redgum, or ironbark)	per truck (Standard I.)	29s. 4d.
1-ft. blocks, common wood	per ton (40 cubic feet)..	2s. 7d.
2-ft. blocks, common wood	" "	2s. 2d.
1-ft. blocks, common wood	per truck (Standard I.)	21s. 2d.
2-ft. blocks, common wood	" "	20s. 1d.
Mallee roots	per ton (by weight)	4s. 5d.
Loading Wood.		
Split box, redgum, or ironbark (culled or otherwise)	per ton (by weight)	9d.
Box blocks	" "	9d.
1-ft. blocks, common wood	per ton (40 cubic feet)..	9d.
2-ft. blocks, common wood	" "	9d.
1-ft. culled common wood	" "	9d.
Unloading Wood or Coal.		
Unloading wood, under 5 feet, from Standard I. truck	per truck	3s. 4d.
Unloading wood, 5 feet or over, from Standard I. truck	"	3s. 10d.
Unloading wood from Standard I. truck and trimming the stack	"	5s. 4d.
Unloading coal from trucks	"	4s. 4d.
Unloading coal from trucks and trimming same	"	5s. 7d.
Sawing Wood.		
Sawing by hand 2-ft. common wood	per ton (40 cubic feet)..	4s. 11d.
Bagging, Stacking, Carrying, &c.		
Bagging, weighing, and assisting in loading of split wood or blocks	per ton (by weight)	3s. 1d.
Carrying and stacking wood	per truck (Standard I.)	5s. 4d.
Billeting Wood.		
Billeting	per ton (by measurement)	1s. 2d.

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

REX L. CECIL, Secretary.

Melbourne, 24th July, 1941.

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