



VICTORIA GOVERNMENT GAZETTE.

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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 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, oowhair, or pighair for trade or sale," has made the following Determination, namely:—

(1) That on the 18th October, 1941, the last previous Determination of the Board shall be revoked and replaced by this Determination.

(2)

Apprentices.				Improvers and Juvenile Workers.				Other Employees.			
WAGES.				WAGES.				Preparing Body Hair.			
			Per Week. s. d.				Per Week. s. d.				
1st year	..	..	26 0	1st year	..	..	26 0				
2nd "	..	..	32 0	2nd "	..	..	38 6				
3rd "	..	..	38 6	3rd "	..	..	64 3	Persons engaged on hair-washing machines ..	..	96 0	
4th "	..	..	46 6	4th "	..	..	74 0	Persons engaged on hair-drying machines ..	..	96 0	
5th "	..	..	64 3					Persons who press washed and dried hair into bales ..	..	96 0	
								All others ..	..	92 0	
PROPORTION (by any employer).				PROPORTION (by any employer).				Preparing any other kind of Hair.			
One apprentice to every three or fraction of three workers receiving not less than 92s. per week.				One improver to every five workers receiving not less than 92s. per week.							
				Juvenile Workers.							
				One juvenile worker to every Hand Spinner.							
								WAGES.		Per Week.	
										s. d.	
								Hand Spinners ..	..	109 0	
								Machine Spinners—			
								1st year ..	..	99 0	
								2nd ..	..	105 0	
								And thereafter ..	..	109 0	
								Drafters ..	..	109 0	
								Wet or dry hacklers ..	..	109 0	
								Teasers and tail pullers ..	..	96 0	
								Dyers or Scalders ..	..	93 0	
								All others ..	..	92 0	

(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 whether 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.

(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.

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(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 dismiss 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.

(f) Where an employer is not satisfied as to the reason of an employee absenting himself from work, the employer may deduct from the wages of such employee the time he has been so absent unless the absence of an employee who has had at least three months' service with such employer was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than three days in each year.

(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 allowed 2s. meal money.

(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 RATES.**—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) **HOLIDAYS.**—Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Christmas Day and Boxing Day.

All employees working on piece work shall be granted the same holidays as are provided for weekly wage workers, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

(13) **RIGHT OF ENTRY OF UNION OFFICIAL.**—A duly accredited representative of the Federated Storemen 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.

(14) **PIECEWORK.**—That the lowest piecework prices to be paid to persons for doing work of the kind specified in the following schedule shall be:—

Mixing, spinning, and curling hair with use of power	.. ..	12s. 9½d. per 100 lb.
Hand spinning and/or curling of hair with use of power	.. ..	10s. 11½d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	.. ..	10½d. per lb.
" " " under 18 inches in length	.. ..	1s. 10d. per lb.
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.	.. ..	1s. 0d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	.. ..	1s. 8½d. per lb.
Wet hackling and drafting cowhair	.. ..	1s. 5½d. per lb.
Drafting cowhair (tails) (already wet hackled)	.. ..	1s. 1½d. per lb.
Pulling—taking long count	.. ..	4½d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	.. ..	18s. 5d. per 100 lb.
" " " (including mane hair and mane hair knots)	.. ..	22s. 11d. "
" " mane hair	.. ..	33s. 11d. "
" " cowhair (tails)	.. ..	24s. 0½d. "
Sorting horsehair	.. ..	1s. 1½d. " extra.

A piece worker engaged on wet hackling shall, when called upon to remove hair to and from drying rack, be paid an extra 2s. per 100 lb.

Employer to supply all tools and material.

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

PERIODICAL ADJUSTMENT OF WAGES.

(15) 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 (16).

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

(16) (a) Until the beginning of the first pay period to commence in November, 1941, the amount of the basic wage shall be as prescribed in clause (15).

(b) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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 or near a quarter 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.		£ s. d.
859-870	3 10 0	945-956	3 17 0
871-882	3 11 0	957-969	3 18 0
883-895	3 12 0	970-981	3 19 0
896-907	3 13 0	982-993	4 0 0
908-919	3 14 0	994-1006	4 1 0
920-932	3 15 0	1007-1018	4 2 0
933-944	3 16 0	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 81s. 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, 17th September, 1941.

