



# VICTORIA GOVERNMENT GAZETTE.

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[1941

Factories and Shops Acts.

## DETERMINATION OF THE PLASTIC MOULDING 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 person or persons or classes of persons employed in the process, trade, or business of wholly or partly preparing or manufacturing articles from synthetic resin, casein, or other substance of a similar nature" has made the following Determination, namely:—

(1) That on the 20th October, 1941, the adjusted Determination which came into force as from the beginning of the first pay period to commence in May, 1941, shall be revoked and replaced by this Determination.

### (2) WAGES PER WEEK OF 44 HOURS.

Males—Improvers or Juvenile Workers.					Females—Improvers.				
				s. d.					s. d.
Under 16 years of age	..	..	..	20 0	Under 16 years of age	..	..	..	20 0
16 " "	..	..	..	26 0	16 " "	..	..	..	24 0
17 " "	..	..	..	35 0	17 " "	..	..	..	30 0
18 " "	..	..	..	45 0	18 " "	..	..	..	35 0
19 " "	..	..	..	57 6	19 " "	..	..	..	40 0
20 " "	..	..	..	70 0	20 " "	..	..	..	45 0

### PROPORTION OF IMPROVERS IN ANY PLACE.

One male improver to every two male workers receiving not less than 90s. per week of 44 hours.

One female improver to every female worker receiving not less than 53s. per week of 44 hours

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934* that the trade is so unskilled that no person should be taken as an apprentice to the trade.

### (3) OTHER EMPLOYEES.

#### MALES. Day Shift.

					Per week of 44 hours.
					s. d.
Employees engaged on all classes of presses	..	..	..	..	98 0
Employees engaged in the mixing room or powder room	..	..	..	..	98 0
All others	..	..	..	..	90 0
<i>Casein Industry only—</i>					
Employees engaged on all classes of presses	..	..	..	..	98 0
Employees engaged on extruding machines	..	..	..	..	98 0
Employees engaged on lathe machines	..	..	..	..	104 0
Employees engaged on acid and/or formaldehyde baths	..	..	..	..	98 0
Employees engaged on cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or in drying room	..	..	..	..	98 0
All others	..	..	..	..	90 0

Night shift employees shall be paid 1s. per shift in addition to the rates hereinbefore mentioned for day shift.

## FEMALES.

Per week of 44 hours.

							s.	d.
Employees engaged in the powder room	--	--	--	--	--	--	56	6
All others	--	--	--	--	--	--	53	0

(4) HOURS OF EMPLOYMENT.—The ordinary hours of employment shall be 44 per week, to be worked (except as to shift workers) between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to 12 noon on Saturday.

(5) CONTINUOUS WORK SHIFTS.—The ordinary hours of duty of employees on continuous work shifts shall not exceed 8 hours in any one day nor 48 in any one week nor an average of 44 per week during the period of employment upon such shifts, nor a total of 132 hours during any three consecutive working weeks of the period of employment upon such shifts without payment of overtime at the rates mentioned in clause (6).

Employees on continuous work shifts shall work such shifts up to six per week as may be required.

A meal break not exceeding 20 minutes shall be granted with pay on each shift exceeding four hours and shall be arranged by the employer at a convenient time as near as practicable to the middle of the shift. Continuous work shifts shall be worked in rotation.

(6) OVERTIME.—The following rate shall be paid for all work done—

- |   |  |
|---|--|
| (a) by employees on continuous work shifts in excess of 8 hours per shift, or in excess of 132 hours in three consecutive working weeks | } Time and a half for the first four hours and double time thereafter. |
| (b) by employees other than those on continuous work shifts, in excess of 8 hours 48 minutes in any one day                             |  |

Provided that in computing overtime under sub-clause (b) of this clause, each day's work shall stand alone.

(7) PROHIBITION OF EMPLOYMENT.—No employee under the age of 16 years shall work between the hours of 9 p.m. and 6 a.m. and no employee under the age of 18 years shall work between the hours of 12.30 a.m. and 6 a.m.

(8) DEFINITIONS—

"JUVENILE WORKERS."—Juvenile workers are male persons under 21 years of age (other than improvers) engaged on any work except moulding or laminating on presses, or handling drums of powder.

"NIGHT SHIFT."—Night shift means any shift worked wholly or partially between the hours of 8 p.m. and 6 a.m.

(9) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, 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. By agreement between any employer and his employees, other holidays may be substituted for the said days or any of them as to such employer's undertaking.

(10) PAYMENT FOR HOLIDAYS.—(a) All employees shall be entitled to the holidays mentioned in clause (9) without deduction of pay.

(b) When the employer terminates the employment of an employee, unless through misconduct within fourteen days of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one month prior to the termination of the employment.

(11) MEALS.—An interval of not less than 30 minutes shall be allowed day shift employees for the mid-day meal as near as possible to the middle of the day's work. Night shift employees shall have a meal interval of not less than 20 minutes in each shift; such interval shall count as time worked.

The provisions of this clause shall not apply in the case of any employee engaged on continuous shifts.

(12) MEAL ALLOWANCE.—Any employee required to work overtime beyond two hours without previous day's notice shall be allowed 2s. meal money.

(13) PAYMENT OF WAGES.—(a) Wages shall be paid not later than Friday in each week and during working hours.

(b) No employer shall keep more pay in hand than has accrued to any employee up to the end of the preceding calendar week.

(c) If an employee leaves after giving notice as prescribed in clause (14) or is dismissed, he shall be paid his wages on leaving, except in cases when the employment is terminated outside ordinary office hours, in which case he shall receive his wages on the first succeeding working day.

(14) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee.

(15) PRO RATA PAYMENT.—Any employee who works less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(16) SICK PAY.—Any employee who has had not less than twelve month's service with the same employer, failing to attend for duty, shall lose pay for the time of such non-attendance unless such employee produces or forwards within 48 hours of the commencement of such absence, a medical certificate or other evidence satisfactory to the Management that such non-attendance was due to personal accident arising out of and in the course of employment in respect of which no payment is received under any Workers' Compensation Act or to personal ill-health necessitating such absence, provided that any employee shall be entitled to payment for non-attendance on the ground of personal ill-health for not more than four (4) days in any one year of his or her employment.

(17) ANNUAL LEAVE.—(a) Except as hereinafter provided employers shall in each year give their employees who are in their employ on the 24th day of December and who have actually worked for the whole of the immediately preceding twelve months, leave from and after the day observed as Boxing Day to the 31st day of December inclusive, and shall pay the full wages prescribed by the determination for ordinary working days included in that period.

For the purpose of this sub-clause the words "Actually worked" shall include periods of absence for which payment is received under any Workers' Compensation Act.

(b) Any employee dismissed during the three weeks immediately preceding the 25th day of December (who except for such dismissal would be entitled to annual holiday) shall be entitled to payment of one week's wages for such annual holiday.

(18) RIGHT OF ENTRY.—(a) The General Secretary or any Branch Secretary of the Federated Rubber and Allied Workers' Union of Australia or any official thereunto authorized by the Union shall not be prevented by any employer from interviewing employees not more frequently than once a week in the dining-room or waiting-room (where provided) at meal times or before or after the hours of work.

(b) If any official makes himself objectionable to the employer or to any manager or foreman or employee, the right of such official to visit may be determined by the employer affected and the union may substitute another official in his stead.

(19) SEATS FOR FEMALES.—Seats where practicable shall be provided for all female workers whilst on duty.

(20) REST INTERVAL FOR FEMALES.—A specified rest time of five minutes shall be allowed to all female employees in the forenoon and afternoon; such rest period shall count as time worked.

(21) BREAKDOWN IN MACHINERY.—When a breakdown exceeding half an hour occurs an employee shall be entitled to half an hour's pay as compensation for waiting for a resumption of work.

(22) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (3) 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 improvers, juveniles and females 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.

The basic wage shown hereunder shall be adjusted as prescribed in clause (23).

*Basic Wage.*

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

(23) ADJUSTMENT OF BASIC WAGE.—(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 (22).

(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.
735-746 .. .. .	3 0 0	883- 895 .. .. .	3 12 0
747-759 .. .. .	3 1 0	896- 907 .. .. .	3 13 0
760-771 .. .. .	3 2 0	908- 919 .. .. .	3 14 0
772-783 .. .. .	3 3 0	920- 932 .. .. .	3 15 0
784-796 .. .. .	3 4 0	933- 944 .. .. .	3 16 0
797-808 .. .. .	3 5 0	945- 956 .. .. .	3 17 0
809-820 .. .. .	3 6 0	957- 969 .. .. .	3 18 0
821-833 .. .. .	3 7 0	970- 981 .. .. .	3 19 0
834-845 .. .. .	3 8 0	982- 993 .. .. .	4 0 0
846-858 .. .. .	3 9 0	994-1006 .. .. .	4 1 0
859-870 .. .. .	3 10 0	1007-1018 .. .. .	4 2 0
871-882 .. .. .	3 11 0	1019-1030 .. .. .	4 3 0

D. GRANT, Chairman.

J. V. WILLOX Secretary.

Melbourne, 30th September, 1941.

