



VICTORIA

GOVERNMENT GAZETTE.

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MONDAY, NOVEMBER 3.

[1941

Factories and Shops Acts.

DETERMINATION OF THE FLOCK BOARD.

NOTE.—(a) 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 made hereunder; such portions of the city of Sandringham as are not included in 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.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 22nd November, 1937, has had the power to determine the lowest prices or rates which may be paid to any persons employed—

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

(i) making flock, mungo, felt, or wadding;

(ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any Wages Board heretofore appointed;

(b) in connexion with any process, trade, or business set out in paragraph (a)—

(i) as a storeman, packer, or sorter;

(ii) in assisting a storeman, packer, or sorter;

(iii) as an assembler, collector, or checker of goods in course of receipt or despatch—

has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence after the 29th October, 1941, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in May, 1941, shall be revoked and replaced by this Determination.

(2)

IMPROVERS.				OTHER EMPLOYEES.	
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.	
Age.		Males.	Females.		
		s. d.	s. d.		
Under 16 years..	..	23 3	21 0		
16 years ..	..	29 6	23 3		
17 ..	..	39 6	27 0		
18 ..	..	44 0	32 6		
19 ..	..	57 9	39 0		
20 ..	..	65 3	44 3		
PROPORTION (IN ANY PLACE).					
Improvers.					
One improver to every worker receiving not less than the minimum wage.					
Note.—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 44 hours each week on work covered by this Determination or in supervising work covered by this Determination.					
				MALES.	
				Persons employed in the cotton wool bleaching department	
				105 0	
				Woolen pickers	
				102 0	
				Feeders of—	
				Rag machines	
				100 0	
				Other machines	
				100 0	
				Rippers	
				100 0	
				Person in charge of milling machine	
				100 0	
				Persons in charge of hardening machine	
				100 0	
				Persons in charge of tentering machine	
				100 0	
				Assistant to persons in charge of milling machine	
				98 0	
				Assistant to person in charge of hardening machine	
				98 0	
				Assistant to person in charge of tentering machine	
				98 0	
				Cotton pickers	
				97 0	
				All others	
				96 0	
				Leading hands, if in charge of four or more workers	
				5s. a week extra	
				FEMALES.	
				Feeders of rag machines	
				65 9	
				Feeders of machines other than rag machines	
				56 6	
				Rippers	
				54 3	
				Woolen pickers	
				57 9	
				Cotton pickers	
				54 3	
				Weighers and wrappers of cotton wool	
				54 3	
				All others	
				54 3	
				Leading hands, if in charge of four or more workers	
				5s. a week extra	

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

(3) **SHIFT WORK.**—(a) By mutual agreement between the employer and employees, shifts may be worked between 11 p.m. on Sunday and midnight on the following Saturday.

In addition to the rates set out in clause (2) of this Determination employees engaged on shift work shall be paid as follows :—

	Afternoon Shift.	Night Shift.
(b) Adult Workers	6s. per week	7s. 6d. per week
Male Juniors	3s. per week	3s. 9d. per week

(c) Shift workers shall not be required to work in excess of 56 hours in any one week.

(4) **TIME OF BEGINNING AND ENDING WORK.**—For workers other than shift workers :—

	Time of Beginning.	Time of Ending.
On Saturday	7.30 a.m.	11.30 a.m.
On the other working days of the week	7.30 a.m.	5.30 p.m.

(5) **OVERTIME.**—The following rates shall be paid for all work done :—

(a) By Shift Workers—

(i) Outside the usual hours of commencing and finishing a shift on any day Time and a half for the first three hours and thereafter double time.

(ii) Within the usual hours of commencing and ending a shift on excess of 44 hours in any week Time and a half.

(b) By Other Workers—

(i) Outside the times of beginning and ending work prescribed on clause (4) herein in any day Time and a half for the first three hours and thereafter double time.

(ii) Within such times of beginning and ending work in excess of 44 hours in any week Time and a half.

(6) **PROHIBITION OF EMPLOYMENT.**—No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.

(7) **REST PERIODS.**—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

(8) **MEAL MONEY.**—Any employee required to work overtime for a period in excess of one hour after the time fixed in clause (4) for ending work shall be allowed 2s. meal money in addition to overtime rates as prescribed for in this Determination. Provided that this clause shall not apply where the employee was notified 24 hours previously of the intention to work overtime.

(9) **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) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) 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.

(e) Where an employer is not observing the provisions of the Wages Board Determination and declines to observe such provisions, or where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee, or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment, but may leave his employment instantly.

(10) **CASUAL WORK.**—Casual work, i.e., work for less than two full weeks, shall be paid for at the rate of time and a quarter.

(11) **SICK PAY.**—Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than six months' service and he or she produces or forwards satisfactory evidence to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than four days in each year.

(12) **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 three months thereafter to every employee so entitled a continuous holiday of one week exclusive of the holidays mentioned in clause (13).

Provided that any employee, who after not less than six months' service leaves or is dismissed before the expiration of any twelve months' service, or who leaves or is dismissed after having completed twelve months' service without receiving holidays under this clause, shall be paid for holidays pro rata in accordance with the length of service, viz., 11 hours' pay for each completed three months of service.

(13) **HOLIDAYS.**—(a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz. :—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week 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 a week prior to the termination of the employment.

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(14) **SPECIAL RATES.**—Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, 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 abovenamed holidays, then the special rate shall be payable only for the day so substituted. Provided that a shift worker who commences work not earlier than 11 p.m. on a Sunday shall only be entitled to be paid at ordinary rates for work done on such Sunday.

(15) **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 purposes 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.

(16) **PIECEWORK.**—That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—
Feeding a flock machine ls. 2½d. per cwt.

Flock Board.

Piece Rates.	Males per Cwt.		Females per Cwt.		
	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.	
	s. d.	s. d.	s. d.	s. d.	
Wool, shoddy or mantle clips	8 3	16 6	4 9	9 6	
Hosiery	28 0	56 0	15 9	31 6	
Wholesale tailoring factory clips	8 3	16 6	4 9	9 6	
Bespoke tailors and dressmakers' clips	12 6	25 0	7 3	14 6	
Shirt factory cottons	1 9	3 6	1 0	2 0	
Cottons, other than shirt factory cottons	3 6	7 0	2 0	4 0	
Sweepings	7 3	14 6	4 0	8 3	
Rags (not including cutting and metalling)	2 0	4 0	1 0	2 3	
		Ripping.		Ripping and Sorting to Grade or Quality.	
		Males.	Females.	Males.	Females.
		s. d.	s. d.	s. d.	s. d.
Ripping woollens—					
By machine	3 3	2 0	6 3	4 0	
By hand	9 6	5 9	19 0	11 6	

NOTE.—The above piecework prices shall be calculated on the weight of material supplied to the pieceworker.

(17) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates for males 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 improvers and of 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 (18).

Basic Wage.

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

(18) **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 prescribed as in clause (17).

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

R. J. EDWARDS, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 14th October, 1941.

