



VICTORIA GOVERNMENT GAZETTE.

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No. 45]

THURSDAY, FEBRUARY 20.

[1941

Factories and Shops Acts.

DETERMINATION OF THE CONDENSERIES BOARD.

NOTES.—(a) On 18th July, 1938, the Butter Board was deprived of the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Butter Factories Board and the Retail Dairy Board) wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale condensed milk, sterilized milk, dried milk, milk sugar, sterilized cream, or any other milk product," and such power was conferred exclusively on the Condenseries Board.

(b) 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 has the power to determine the lowest prices or rates which may be paid to any persons (other than persons subject to the jurisdiction of the Butter Factories Board and the Retail Dairy Board) wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale condensed milk, sterilized milk, dried milk, milk sugar, sterilized cream, or any other milk product, including the treatment of bulk milk for wholesale distribution, has made the following Determination, namely:—

(1) That on 21st February, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Juvenile Workers.				Other Employees.		
WAGES PER WEEK OF 44 HOURS.			WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.	Shift Workers.	All Others.
	Shift Workers.	All Others.		Males.	Females.			s. d.	s. d.
Under 16 years	..	38 3	Under 16 years	32 6	28 3	Milk or cream grader, tester or neutralizer ..	105 0	102 0	
16-17 years	..	44 9	16-17 years ..	36 0	31 3	Foreman of shift or department ..	105 0	102 0	
17-18 " ..	..	50 9	17-18 " ..	44 9	35 0	Operator of any of the following machines:—			
18-19 " ..	64 3	57 9	18-19 " ..	49 6	41 0	Milk drier (roller system) ..	98 0	95 0	
19-20 " ..	71 0	64 6	19-20 " ..	58 0	44 9	Milk drier (spray system) ..	99 0	96 0	
20-21 " ..	76 0	69 9	20-21 " ..	66 0	49 9	Assistant to milk drier (spray system) ..	98 0	95 0	
						Sugar boiler ..	96 0	90 0	
						Vacuum pan—condensery ..	100 0	97 0	
						Vacuum pan-dried milk ..	99 0	96 0	
						Vacuum pan-milk sugar ..	99 0	96 0	
						Evaporator ..	98 0	95 0	
						Homogenizer or viscolizer ..	96 6	93 6	
						Cream retort ..	95 0	90 0	
						Powder sifter ..	95 0	88 0	
						Tubular heater or ejector ..	96 0	90 0	
						Separator ..	95 0	88 0	
						Pasteurizer ..	95 0	88 0	
						Weighing machine (milk receiving)	98 0	95 0	
						Storeman or stackers or packers	95 0	89 0	
						Washers of vacuum pan, vacuum holding vats, or evaporator ..	95 0	90 0	
						Male adult washing or sterilizing cans or bottles ..	96 6	89 0	
						All other male adults not covered by a. Determination of any other Wages Board ..	95 0	87 0	
						Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman ..	..	62 6	
						Females operating dried milk automatic filler ..	..	60 0	
						All other females ..	..	58 3	
						Persons employed clearing or cleaning horizontal drying boxes shall be paid 3/6 per week for mid-clearance, or 2/- per week for morning clearance, in addition to their ordinary weekly wage.			
						Persons operating more than 2 vacuum pans shall be paid 4s. per pan extra.			
						Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary week wage for employee concerned.			
						Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.			

(3) DEFINITIONS.—“Juvenile worker” means a person under 21 years of age (other than an apprentice or improver) employed at—

Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;
 Stamping or branding tins, cartons, cases, bottles, or labels;
 Stamping, branding, lining, or nailing-up boxes or shooks;
 Handling empty tins, cans, cases, crates, jars, moulds, boxes, or cartons;
 Feeding or assisting on machines; or
 Feeding or taking away from automatic machines.

“Ordinary Worker” means a person—

- (a) who ordinarily works 8 hours 48 minutes between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday when the ordinary week's work is performed in five days;
- (b) who ordinarily works 8 hours between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday when the ordinary week's work is performed in 5½ days.

“Shift worker” means a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over), or females of any age shall not be employed on shift work.

(4) OVERTIME.—The following rates shall be paid—

(a) To “ordinary workers” for all time worked—

Outside the times of beginning and ending work as fixed in Clause 3	} Time and a half.
Within the times of beginning and ending work so fixed in excess of 4 hours on Saturday and 8 hours on the other working days where an ordinary week's work is worked in 5½ days and for all time worked on Saturday and in excess of 8 hours 48 minutes on Monday to Friday (inclusive) where an ordinary week's work is worked in five days		

Provided that double time shall be paid for all work done on Saturday after 12 noon.

(b) To “shift workers” for all time worked in excess of 7 hours 20 minutes on any day .. Time and a half.

(5) MEAL INTERVAL.—An interval of 45 minutes shall be granted for meals between the hours of 12 noon and 1.30 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed 45 minutes for each meal; such meal time to be not less than three hours, or more than five hours from the time of beginning work.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

(6) CRIB TIME.—An ordinary worker who commences work at 6 a.m. or earlier shall be allowed a rest interval of 15 minutes at not more than three hours from the time of commencing work.

(7) CONTINUITY OF WORK.—The work of each day or shift shall be continuous with the customary break for a meal.

(8) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight on Sunday and midnight on Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(9) NOTICE OF INTENTION TO WORK OVERTIME.—In the event of employees being required to work in excess of 60 minutes' overtime in any one day, they shall be notified of such intention on the previous day. Failing such notice they shall be paid in addition to the overtime a sum of 1s. 6d. for meal.

When an employee has provided himself with customary meal because of receipt of notice of intention to work overtime in excess of 60 minutes in any one day, he shall be entitled to the sum of 1s. 6d. per meal so provided in the event of the overtime not being worked or ceasing before respective meal time.

(10) WAITING TIME.—When an employee is called to 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 on duty.

(11) ALLOWANCE.—When an employee is required by law or by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.

(12) PAYMENT OF WAGES.—All wages shall be paid weekly.

(13) 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 employee.

(14) WASHING AND DRINKING FACILITIES.—Adequate drinking and washing facilities shall be provided in each factory or department. All employees handling briquettes or coal shall be allowed seven minutes' washing time at the conclusion of the day's work. Where conditions of labour warrant their use, changing accommodation and showers shall be provided by the employer.

(15) TIME BOOK OR OTHER RECORD.—Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

(16) INSPECTION OF TIME BOOK.—The Secretary, Assistant Secretary, or Organizer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, duly authorized in writing under the seal of the said Union shall have access to the record of times recorded by the employees and the wages paid for a period of two months prior to date of inspection, provided that such inspection shall be made during the office hours of the factory, and not more than once in any fortnight. Authority shall be produced to the employer on demand.

(17) VARIATION OF DETERMINATION.—Where the exigencies of the industry are such that the best interests of the employer's employees, and the community as a whole may be served by varying any part of this Determination by mutual consent, such variation may be mutually arranged by agreement with an officer of the Department of Labour, an officer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, and the employer or his representative. Full particulars of such variation are to be reported to and approved by the Chief Inspector of Factories or his deputy.

(18) IMPROVER TO RECEIVE ADULT WAGE.—An improver employed at any class of work for which a certificate from the Department of Agriculture is required, shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

(19) LIFTING OF WEIGHTS.—No person under the age of eighteen years shall lift weights exceeding 30 lb. and no person between the age of 18 and 21 years shall lift weights exceeding 45 lb.

(20) ANNUAL LEAVE.—(a) Males.—Any male 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 months' service.

If the employee leaves or is dismissed before the expiration of twelve months, then such employee shall be given or paid for one day's holiday for each two calendar months or part of each two calendar months' service. Provided that an employee shall not be entitled to one day's holiday pay for part of two calendar months until he has completed three calendar months' continuous service with the same employer.

(b) Females.—Any female employee who has been in the service of the same employer for a period of not less than twelve months shall be granted two weeks' holiday on full pay each year, and such holiday shall be given within three months of completion of each twelve months' service.

If the employee leaves or is dismissed before the expiration of twelve months, then such employee shall be given or paid for one day's holiday for each calendar month or part of a calendar month's service. Provided that an employee shall not be entitled to one day's holiday pay for part of a calendar month until she has completed three calendar months' continuous service with the same employer.

(21) MIXED FUNCTIONS.—Where an employee is engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall be paid at the rates fixed by this Determination only for the work he actually performs.

(22) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), Anzac Day, Christmas Day, Boxing Day, and a holiday to be fixed by each factory in lieu of King's Birthday in accordance with Clause 17; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

Any employee who works part of a holiday shall be paid ordinary rate for remainder of the day.

A. C. TINGATE, P.M., Chairman.

J. R. MACPHERSON, Secretary.

Melbourne, 6th February, 1941.



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No. 46]

THURSDAY, FEBRUARY 20.

[1941

Factories and Shops Acts.

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS 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 now has the power to determine the lowest prices or rates which may be paid—

(a) to any person employed—

- (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;

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards:—

Aerated Water Trade Board	Furniture Board (Wood Mantelpiece or Overmantel)	Printers Board (Provincial)
Agricultural Implements Board	Glassworkers Board	Retail Dairy Board
Agricultural Implements Board (Country)	Grocers Sundries Board	Rubber Trade Board
Bedstead Makers Board	Ham and Bacon Curers Board	Shops Board No. 1 (Boot Dealers)
Biscuit Board	Hotel and Restaurant Board	Shops Board No. 7 (Country Shop Assistants)
Boarding Houses Board	Ice Board	Shops Board No. 9 (Drapers and Men's Clothing)
Brewers Board	Jam Trade Board	Shops Board No. 12 (Fuel and Fodder)
Butter Board	Leather Goods Board	Shops Board No. 13 (Fuel and Fodder—Country)
Butter Factories Board	Marine Stores Board	Shops Board No. 14 (Furniture Dealers)
Cardboard Box Trade Board	Meat Preservers Board	Shops Board No. 15 (Grocers)
Cigar Trade Board	Millet Broom Board	Shops Board No. 16 (Hardware)
Condenseries Board	Nailmakers Board	Slaughtering for Export Board
Confectioners Board	Paper Board	Tea Packing Board
Cordage Board	Paper Bag Trade Board	Tinsmiths Board
Fellmongers Board	Pastrycooks Board	Wholesale Grocers Board
Flock Board	Plate Glass Board	Wireworkers Board
Flour Board	Pottery Board	Woodworkers Board
Flour Board (Country)	Printers Board	Woollen and Cotton Trade Board—
Frozen Goods Board	Printers Board (Country)	
Fruit Packing Board		
Furniture Board (Picture Frames)		

has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence after the 19th February, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 46.—1700/41.

(2)

APPRENTICES AND IMPROVERS.

Wages Per Week of 44 Hours.						Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	58 3	19 6	21 9	20 9	19 6	APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923. MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving 9ls. per week. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving 9ls. per week. FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving 55s. 3d. per week. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving 55s. 3d. per week. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving 53s. 6d. per week. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving 50s. 9d. per week.
16 to 17 years of age		25 9	25 0	26 9	25 3	
17 to 18 years of age		33 6	29 6	30 6	28 0	
18 to 19 years of age		46 6	33 3	35 9	33 0	
19 to 20 years of age		60 0	38 6	39 3	36 9	
20 to 21 years of age	92 6	73 0	43 6	44 9	42 0	

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

(3)

JUVENILE WORKERS.

JUVENILE WORKERS, i.e., MALES UNDER 21 YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS) EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week of 44 Hours.

Under 15 years of age	..	..	..	..	24 4
15 to 16 years of age	..	..	..	..	24 4
16 to 17 years of age	..	..	..	..	30 2
17 to 18 years of age	..	..	..	..	33 4
18 to 19 years of age	..	..	..	..	42 4
19 to 20 years of age	..	..	..	..	53 10
20 to 21 years of age	..	..	..	..	63 6

Provided that a juvenile worker called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be entitled to receive the wage fixed for an adult, whilst so engaged.

(4) (a)

OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week of 44 Hours.	
	<i>s. d.</i>
Head storeman, i.e., an employee in charge of a store or a special department in a store	103 6
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men regularly under his supervision	98 6
All others	93 6

(4) (b) IN (OR ON) ANY PLACE OTHER THAN OIL, GREASE AND PETROLEUM PRODUCTS STORES.

Column No.	1	2	Males employed in (or on) or in connexion with—											13	14
			Storemen employed in Engineering Establishments or who are in charge of such Stores and Tools for use in such Establishments.	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fuelgating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Softgoods Warehouses.	Book Factories, or Wholesale Chemists' or Manufacturing Establishments.	Bulk Paper Stores or Rubber Goods Manufacturers' Stores.	Iron Yards in which Steel or Iron Bars, Plates, Pipe or Sheets black or galvanized are handled.	Hardware Stores.	Electrical Goods Manufacturers' Stores.	Electrical Goods Stores (other than Electrical Goods Manufacturers' Stores).	Other than Retail Establishments.
	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.
Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—															
(a) Works singly ..	98 6	98 6	110 0	101 8	95 0	97 0	94 0	96 6	98 6	98 6	98 6	98 6	98 6	98 6	98 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—															
(a) 1, 2, 3, 4, 5, or 6 such persons ..	100 9	100 9	110 0	101 8	95 0	99 6	96 3	98 9	100 9	100 9	100 9	100 9	100 9	100 9	100 9
(b) 7 or more such persons ..	114 9	114 9	110 0	101 8	95 0	113 6	110 9	113 6	114 9	114 9	114 9	114 9	114 9	114 9	114 9
Storeman in charge of a bulk store removed from the main place of business ..	98 6	98 6	..	..	..	..	94 0	96 6	98 6	98 6	98 6	98 6	98 6	98 6	98 6
Packers of crockery, china, or glassware ..	..	..	..	..	..	..	..	..	..	..	97 3	..	..	..	..
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Persons handling pianos, piano-players, or organs ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Egg packers, sorters, or testers with six months' or more experience ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
All male adults not otherwise provided for ..	94 0	94 0	110 0	101 8	95 0	94 0	91 0	92 0	94 0	94 0	94 0	94 0	94 0	94 0	94 0

Males employed in (or on) or in connexion with—

Column No.	15	16	17	18	19	20	21	Dye Stores.		24	25
								Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Other Dye Stores.		
	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.
Storeman, Packer, or Sorter, who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—											
(a) Works singly ..	107 0	98 6	98 6	96 6	98 6	98 6	98 6	98 6	106 0	94 0	94 0
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—											
(a) 1, 2, 3, 4, 5, or 6 such persons ..	113 3	100 9	100 9	98 9	100 9	105 9	100 9	100 9	108 3	96 3	96 3
(b) 7 or more such persons ..	127 9	114 9	114 9	113 6	114 9	114 9	114 9	114 9	122 3	110 9	110 9
Storeman in charge of a bulk store removed from the main place of business ..	..	98 6	98 6	96 6	98 6	98 6	98 6	98 6	106 0	94 0	94 0
Packers of crockery, china, or glassware ..	..	..	..	..	..	..	..	..	..	..	97 3
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	94 0
Persons handling pianos, piano-players, or organs ..	..	..	..	..	..	..	..	..	..	..	94 0
Egg packers, sorters, or testers with six months' or more experience ..	..	..	..	..	..	..	..	..	..	..	92 0
All male adults not otherwise provided for ..	107 0	94 0	94 0	92 0	94 0	94 0	94 0	94 0	102 0	92 0	91 0

Storemen or packers called upon to work in cool stores shall be paid 2s. 3d. per hour whilst so employed.

(4) (c)

FEMALES.

	Females Employed in or in Connection with—			
	Manufacturing Chemists' Factories.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	44 Hours.	44 Hours.	44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.
Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	52 9	59 0	63 3	52 9
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz.:—				
(i) 1, 2, 3, 4, 5, or 6 such persons	56 6	63 3	67 3	56 6
(ii) 7 or more such persons	63 9	69 9	74 9	63 9
Females employed packing or sorting laundry work .. .. .	..	..	..	55 3
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience .. .. .	..	..	54 3	..
With eight weeks' or more experience .. .. .	..	..	60 6	..
All female adults not otherwise provided for	50 9	55 3	53 6	50 9

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

(5) CASUAL WORK.—Casual employees, i.e., persons employed for less than two consecutive weeks shall be paid at the rate of 2s. 10d. per hour.

(6) EXTRA RATE.—Whenever not more than two storemen or packers are employed handling or rolling barrels or drums, weighing over 5 cwt., for more than half an hour, they shall be paid 6d. per hour extra, whilst so employed.

(7) ORDINARY WEEK'S WORK.—Forty-four hours shall constitute a week's work and they shall be worked as follows:—Eight hours per day from Monday to Friday, both inclusive, and four hours on Saturday, to be worked between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday, both inclusive, and 7 a.m. and noon on Saturday.

Subject to the above, the hours of starting and finishing may be fixed by each employer, but having been once fixed they shall not be altered without seven days' notice.

Where the industry necessitates a continuous process, three shifts of eight hours each may be worked, and overtime is to be calculated on the basis only of an excess of eight hours.

Employees required for duty in connexion with the delivery of bulk petrol may be employed on shifts, and when so employed shall be paid 6s. per week in addition to the rates prescribed in clause (4) of this Determination, provided that such shift work extends over one calendar month. Five shifts of eight hours including crib time of half an hour, and one of four hours, shall constitute a week's work.

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

On Saturday, after 1 p.m. Double time.
Any other time Time and a half.

(b) Provided that all meal hours, if worked, shall be paid for at double time, and such double time shall continue until a meal time is allowed, except that, should work cease before 6.30 p.m., ordinary overtime rates only will apply, and employees shall not then be paid 2s. for meals as provided in the next succeeding paragraph.

(c) Except as provided in the last preceding paragraph, weekly and casual employees when called upon to work overtime shall be allowed 2s. for each meal, unless they have been notified before ceasing work on the previous day of the intention to work overtime.

(9) MEAL HOURS.—One hour on Monday to Friday, both inclusive, shall be allowed for each meal. Provided that, should any employer and the Federated Storemen and Packers' Union of Australia, Victorian Branch, agree, the meal hour in an establishment may be shortened to meet the exigencies of transport.

The hours for breakfast and dinner shall be fixed in each case by mutual arrangement, but having been once fixed, they shall not be altered without seven days' notice.

The interval for tea shall be within the hour succeeding the usual finishing time.

The interval for supper shall be between 12 midnight and 1 a.m.

(10) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, gazetted public holidays, and the day observed as Union Picnic Day in the Metropolitan District and Geelong respectively, provided that no day except Union Picnic Day shall be observed as a holiday if the Railways Goods Yards are open for receipt of ordinary goods on those days, and provided also that any employer requiring to deliver goods on Union Picnic Day shall have the right to employ without extra payment up to 10.30 a.m. on that day as many men as he deems necessary for that purpose.

(11) HOLIDAYS.—Weekly employees shall subject to the provisions of the preceding clause, be entitled to the holidays mentioned in clause (10) without deduction of pay.

(12) TERMS OF ENGAGEMENT.—Employees are to be engaged either as weekly or casual employees. A casual employee shall be one whose period of engagement is less than two weeks.

In the case of casual employees the engagement shall be terminable at any time by either employer or employee.

In the case of weekly employees the engagement shall be terminable by a week's notice by either employer or employee. Provided that any employee, being incompetent or disobedient, or misconducting himself, may be dismissed without notice.

Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness, if required by the employer, in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

If an employee who has been continuously employed for not less than six months is dismissed through slackness of work such employee shall so far as practicable, be given first preference of employment when men are being re-engaged.

Men engaged for stacking ex ship, shall be deemed to be casual employees during the whole time they are engaged on such work.

Casual employees who are instructed to report for work at a stipulated time and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

In the event of a casual employee being instructed to report for work and his services are not required, he shall be paid for two hours at temporary rates.

(13) **PAYMENT OF WAGES.**—Time shall be made up weekly to suit the convenience of employers and employees, and the payment of wages shall begin within five minutes after work ceases on pay day. Provided that, in the case of weekly hands, two days' wages may be kept in hand.

Casual employees shall be paid at the time of their services being dispensed with, and at the place where the work has been performed.

(14) **FARES.**—Transport from store to store in the employers' time shall be arranged by the employers at their own expense or the actual expense incurred, shall be paid by the employers.

(15) **FOOTWEAR.**—Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

(16) **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, notice not to be continued from week to week.

(b) Such notice shall be given on and take effect from pay day, or, in lieu of such notice, a week's pay shall be given.

(c) Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.

(d) A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time.

(e) Casual employees shall be guaranteed not less than two hours every start.

(f) Weekly employees may be summarily dismissed by the employer for dishonesty, misconduct, or for absence from work without reasonable cause, without liability to pay for more than actual time worked.

(17) **CASUAL WORK.**—Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 2s. 10½d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

(18) TIMES OF BEGINNING AND ENDING WORK.—

				Times of Beginning. Not earlier than—		Times of Ending. Not later than—
On Monday to Friday inclusive	..	..	..	7.30 a.m.	..	5.30 p.m.
On Saturday .. .. .	..	..	..	7.30 a.m.	..	12 noon

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

Outside the times of beginning and ending work as fixed in clause (18) .. } Time and a half for first three hours
Within the times of beginning and ending work, in excess of 44 hours in any week } and double time thereafter

Provided that after 12 noon on Saturdays casual employees shall be paid double rates, and after 12.30 p.m. on Saturdays weekly employees shall be paid double rates.

(20) **SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**—(i) 6s. per hour shall be paid for all work done on Sunday, Christmas Day, or Good Friday, and (ii) for all work done on all other statutory or gazetted public holidays observed by the Customs Authority, weekly employees shall be paid at the rate of double time in addition to their weekly wage and casual employees shall be paid at the rate of double time.

(21) **HOLIDAYS.**—All statutory and gazetted public holidays observed by the Customs Authority, shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

(22) MEAL HOURS.—Meal hours shall be as follows:—

Dinner: One hour between 12 noon and 2 p.m.

Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

(23) **MEAL HOUR RATES.**—All meal hours if worked shall, except as otherwise provided, be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that should work not continue after 6 p.m. meal hour rates shall not apply.

(24) **MEAL ALLOWANCE.**—Employees called upon to work overtime after 6 p.m. on Monday to Friday or 1 p.m. on Saturday shall receive a meal allowance of 2s.

(25) **CARRYING HEAVY GOODS.**—Casual employees when receiving and carrying continuously for one hour or more bagged stuff, case goods, or other packages exceeding 180 lb. in weight shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both temporary employees and weekly employees shall be paid 9½d. per hour above the ordinary rates.

PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

(26) **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 satisfied as to the reason of an employee absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she 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 four days in each year.

(27) CASUAL WORK.—Casual work, i.e., work for less than two full weeks, other than in potato or onion stores, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds ... 2s. 11½d. per hour.
Elsewhere, except in potato or onion stores ... Ordinary wages rate with an addition of thirty-three and one-third per centum.

(28) TIMES OF BEGINNING AND ENDING WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.—Any place except Bread-making Establishments—

On the ordinary working days of the week ... 7 a.m. ... 6 p.m.
On Saturday, or the day on which the weekly half-holiday is observed ... 7 a.m. ... { 12 noon in bulk paper, bulk lime, or cement stores.
... 12.30 p.m. in any other place.

(29) HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.—The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights ... 7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced) ... 10 hours.

(30) OVERTIME.—The following rates shall be paid for all work done—

(a) by persons employed in Bread-making Establishments—

In excess of the number of hours fixed in clause (29), or
In excess of 44 hours in any week ... } Time and a half.

(b) by all other persons—

Between midnight and 7 a.m. ... 4s. per hour, except for those employed in wholesale fruit stores to whom the rate of time and a half shall be paid.

At any other time outside the times of beginning and ending work as fixed in clause (28)
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week ... } Time and a half.

(31) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), King's Birthday, Christmas Day, or Boxing Day; provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the areas to which the Determination of the Laundry Workers Board applies; 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 days so substituted.

(32) HOLIDAYS.—Weekly employees, other than persons employed in potato or onion stores, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment.

If any of the above holidays occurs on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday and shall be paid for such Saturday as for a half-day, but not otherwise.

All employees working on piecework 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.

(33) PERSONS EMPLOYED IN POTATO OR ONION STORES FOR LESS THAN FULL WEEK.—Persons employed in potato or onion stores, who work 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.

(34) ANNUAL HOLIDAYS.—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 mentioned in clause (31) in each year on full pay).

Provided that if an employee is given as holidays on full pay all working days between Boxing Day and New Year's Day such ordinary working days may be regarded as part of the week's holiday to which the employee is entitled under this clause, and such other working days as will make up the balance of a week shall be granted at some other time as holidays on full pay.

Any such holiday shall be given within six months of the completion of twelve months' service.

(35) MEAL ALLOWANCE.—If employees (other than those employed in egg packing establishments) are required to work overtime for one hour or more beyond the daily time of ending work and are not informed by the employer the day before that they are so required to work they shall be paid as a meal allowance, 1s. 6d. in the case of males and 1s. in the case of females.

(36) REST PERIOD.—A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to female employees (other than those employed in egg packing establishments), such time not to count as time worked.

(37) 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:—

- That he produces his authority to the employer or his representative.
- That he interviews employees only at the place where they are taking their meal.
- That not more than one representative in all be in any establishment at any one time.
- 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.

(38) PIECEWORK.—The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.

(39) **MELBOURNE CUP DAY HOLIDAY.**—Employees shall be either permitted to be absent from duty without deduction of pay from 12 noon on Melbourne Cup Day, or paid at the rate of double time for all work done after 12 noon on that day.

(40) **RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.**—The maximum weight to be lifted by any female over eighteen years of age shall be thirty pounds.

(41) **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.

(42) **MEAL MONEY, ETC.**—(a) Persons required to work on Sunday shall be given not less than two hours' work, or pay equivalent thereto, and in addition shall be paid—

(i) 2s. 6d. for dinner money if work continues after 12 noon; and

(ii) 2s. 6d. for tea money if work continues after 6 p.m.

(b) Persons who are required to work overtime for one hour or more on any day other than Sunday and who are not informed by the employer the day before that they are so required to work, shall be paid, as a meal allowance, 1s. 6d. in the case of males and 1s. in the case of females;

R. J. EDWARDS, Chairman.

H. N. JONES, Secretary.

Melbourne, 4th February, 1941.

