



# VICTORIA GOVERNMENT GAZETTE.

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No. 60]

THURSDAY, MARCH 6.

[1941

Factories and Shops Acts.

## DETERMINATION OF THE RADIO BOARD.

NOTE.—This Determination applies to the Metropolitan District and the Geelong District, as defined in the Factories and Shops Acts and the Order in Council thereunder extending such Metropolitan District, such portions of the City of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

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 trade of manufacturing, assembling or maintaining radio appliances, parts or accessories (other than batteries), but not including persons subject to the jurisdiction of any Wages Board heretofore appointed," has made the following Determination, namely:—

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

(2)

### APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.				PROPORTIONATE NUMBER.	
Experience.	Males.	Experience.	Females.		
	<i>s. d.</i>		<i>s. d.</i>	<i>Apprentices.</i>	
1st year .. ..	15 6	1st year .. ..	15 6	One male apprentice to every three or fraction of three male workers receiving not less than 86s. per week of 44 hours. One female apprentice to every three or fraction of three female workers receiving not less than 45s. 10d. per week of 44 hours.	
2nd " .. ..	20 5	2nd " .. ..	20 5		
3rd " .. ..	32 11	3rd " .. ..	28 10		
4th " .. ..	41 0	4th " .. ..	35 7		
5th " .. ..	53 3	5th " .. ..	39 11		
6th " .. .. and until 21 years of age	62 1	6th " .. .. and until 21 years of age		<i>Improvers.</i>	
				One male improver to every three or fraction of three male workers receiving not less than 86s. per week of 44 hours. One female improver to every three or fraction of three female workers receiving not less than 45s. 10d. per week of 44 hours.	

(3)

### JUVENILE WORKERS.

Juvenile workers, i.e., persons under 21 years of age (other than apprentices or improvers), engaged on any work excepting set testing, service work, wiring complete sets, testing power transformers, and repair work.

### WAGES PER WEEK OF 44 HOURS.

Males.							Females.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years and under		16 years.		17 years.			18 years.		19 years.		20 years.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year .. ..	16 4	16 4	20 2	27 7	36 3	48 1	1st year .. ..	16 4	18 4	22 7	30 11	33 1	
2nd " .. ..	20 2	20 9	28 6	37 6	49 11	..	2nd " .. ..	19 1	29 7	31 11	36 0	..	
3rd " .. ..	32 5	35 6	41 11	50 7	..	..	3rd " .. ..	28 7	31 8	36 8	..	..	
4th " .. ..	41 1	44 5	50 8	..	..	..	4th " .. ..	35 4	38 7	..	..	..	
5th " .. ..	53 3	59 5	..	..	..	..	5th year and until 21 years of age	39 11	..	..	..	..	
6th year and until 21 years of age	62 1	..	..	..	..	..							

PROPORTION OF JUVENILES EMPLOYED IN THE PROCESS OF WIRING.

Six juvenile workers to each adult, who if a male is receiving not less than 86s. per week of 44 hours, or if a female is receiving not less than 49s. 2d. per week of 44 hours.

(4) No employer shall employ any male under 19 years of age or any female testing power transformers.

(5) OTHER EMPLOYEES.—

WAGES.										Per week	
Males.										of 44 hours.	
										£ s. d.	
Servicemen ..	..	..	..	..	..	..	..	..	..	..	5 10 0
Repairers ..	..	..	..	..	..	..	..	..	..	..	4 18 6
Wiremen—wiring a complete set from a circuit diagram or model ..	..	..	..	..	..	..	..	..	..	..	4 13 6
Other wiremen ..	..	..	..	..	..	..	..	..	..	..	4 9 0
Installers ..	..	..	..	..	..	..	..	..	..	..	4 9 0
Set testers ..	..	..	..	..	..	..	..	..	..	..	4 9 0
Coil winders ..	..	..	..	..	..	..	..	..	..	..	4 9 0
Assemblers ..	..	..	..	..	..	..	..	..	..	..	4 6 0
Cabinet fitters ..	..	..	..	..	..	..	..	..	..	..	4 6 0
All others ..	..	..	..	..	..	..	..	..	..	..	4 6 0

The following additional rates shall be paid to Servicemen—										Per week	
										of 44 hours.	
										£ s. d.	
Who use their own motor cars ..	..	..	..	..	..	..	..	..	..	..	3 0 0
Who use their own motor cycles and side cars ..	..	..	..	..	..	..	..	..	..	..	1 15 0
Who use their own motor cycles ..	..	..	..	..	..	..	..	..	..	..	1 5 0

Females.										Per week	
										of 44 hours.	
										£ s. d.	
Wiring a complete set from a circuit diagram or model ..	..	..	..	..	..	..	..	..	..	..	2 14 0
Employed at other wiring ..	..	..	..	..	..	..	..	..	..	..	2 9 2
Coil winders ..	..	..	..	..	..	..	..	..	..	..	2 9 2
All others ..	..	..	..	..	..	..	..	..	..	..	2 5 10

(6) OVERTIME.—All work done in excess of the maximum number of hours fixed as a week's work shall be paid for at the rate of time and a half.

(7) PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, and Boxing Day.

(8) MEAL ALLOWANCE.—Any male employee over 16 years of age who is required to work overtime for more than two hours without being notified the previous day that he would be so required, shall either be supplied with a meal by the employer or paid a sum of 1s. 6d.

(9) DEFINITIONS.—Serviceman means a person who maintains and repairs radio sets outside his employer's place of business and is engaged in servicing and constructing power amplifier equipment.

Set tester is a person who tests sets under working conditions with valves in sockets.

Wiring a complete set. A person shall be deemed to have wired a complete set when, in addition to completely wiring the power transformer therefor, such person does any portion of the remainder of the wiring of the set.

(10) TESTING EQUIPMENT.—Employers shall supply testing equipment and parts for repairs.

(11) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour 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.

(12) PIECE-WORK.—The Board determines, under the provisions of Section 150 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

D. GRANT, Chairman.  
J. V. WILLOX, Secretary.

Melbourne, 24th February, 1941.



# VICTORIA

# GOVERNMENT GAZETTE.

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No. 61]

FRIDAY, MARCH 7.

[1941

Factories and Shops Acts.

## DETERMINATION OF THE LAUNDRY WORKERS BOARD.

NOTE.—(a) This Determination on the 10th March, 1941, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Order in Council thereunder extending such Metropolitan District, such portions of the City of Sandringham as are not included within the said Metropolitan District, the cities of Ballarat, Bendigo, Warrnambool, and Mordialloc; the boroughs of Eaglehawk and Sebastopol; such portion of the Shire of Ballarat as is within a radius of five miles of the Ballarat Post Office; and such portion of the Shire of Healesville as is within a radius of half a mile of the Healesville Post Office.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest price or rates which may be paid to any person or persons or classes of persons engaged in the occupation of a person employed at laundry work, but not including persons subject to the jurisdiction of—

The Boarding Houses Board;  
The Hospital and Benevolent Asylum Attendants Board  
The Hotel and Restaurant Board;  
The Shirt Board; and  
The Storemen, Packers, and Sorters Board"—

has made the following Determination, namely:—

(1) That on the 10th March, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### WAGES.

Apprentices and Improvers				Other Employees.			
Males.		Females.		Wages per week.		Hours per week.	
Wages per week of 46 hours.	s. d.	Wages per week of 44 hours.	s. d.	s.	d.	s.	d.
15 years of age or under	24 9	15 years of age or under	22 9	MALES.			
16 years of age	28 6	16 years of age	25 6	Laundry Workers	93 6	46	
17 " "	40 0	17 " "	31 9	FEMALES.			
18 " "	43 3	18 " "	36 0	Washers employed on washing machine or hydro extractor	93 6	44	
19 " "	53 6	19 " "	40 0	Glad ironers	60 0	44	
20 " "	63 9	20 " "	42 9	Hand washers	59 6	44	
Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.				Employees on treadle shirt or collar ironing machines	57 3	44	
PROPORTION (in any place).				Employees on treadle press machines	57 3	44	
Apprentices and Improvers.				Employees backing shirts off treadle shirt ironing machines	57 3	44	
Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.				Starched clothes ironers who completely iron any starched clothes articles by hand	57 3	44	
				Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	53 6	44	
				Employees on automatic air-driven presses	48 0	44	
				All others	48 0	44	

(3) **TIMES OF BEGINNING AND ENDING WORK.**—

	Time of Beginning.	Time of Ending.
(a) During a week on which a holiday, referred to in clause 5 (b) of this Determination, occurs .. .. .	7 a.m. ..	1 p.m. on the day on which the half-holiday is observed; and
(b) During the week immediately preceding the week referred to in sub-clause (a) of this clause .. .. .		
(c) During the week immediately subsequent to the week referred to in sub-clause (a) of this clause .. .. .		
(d) During the week in which the holiday, King's Birthday, occurs .. .. .		
(e) During the week in which a serious breakdown of machinery occurs provided that written notification is made by the employer to the Secretary of The Federated Miscellaneous Workers Union of his intention to work his employees during the longer spread of hours .. .. .		
(f) During any other week .. .. .	8 a.m. ..	12 noon on the day on which the half-holiday is observed; and
	7.30 a.m. ..	6 p.m. on the other working days of the week

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

- A. Outside the hours fixed as the times of beginning and ending work—
  - (a) On the day on which the half-holiday is observed—Double time.
  - (b) On the other working days of the week—Time and a half for the first 4 hours and thereafter double time.
- B. Within the hours fixed as the times of beginning and ending work in excess of 46 hours in any week for males and 88 hours in any two consecutive weeks for females—Time and a half.

Provided that any time for which payment is made under clause (5b) shall not be included when calculating the number of hours worked in any week.

(5) **SUNDAYS AND HOLIDAYS.**—(a) No employee shall be required to operate any laundry machinery or carry on any laundry process on a Sunday.

(b) Any employee, including a pieceworker, shall be entitled to be absent from his or her employment on any of the following holidays:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day, and shall be paid therefor as follows:—

- (1) Where the holiday falls on any day other than a Saturday or Sunday .. .. . 8 hours at ordinary rates.
- (2) Where the holiday falls on a Saturday .. .. . 4 hours at ordinary rates.

(c) Where laundries close down for a period over Christmas and New Year, payments to employees prescribed in this Determination shall be made on a day prior to Christmas Day.

(d) Any employee absenting himself or herself from work on any portion of the working day either before or after a holiday provided for herein, without permission from the employer, shall not be entitled to payment for such holiday. Provided that this clause shall not apply to an employee if he or she produces a medical certificate to show that such absence was due to personal ill-health.

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

(f) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(6) **SPECIAL RATES.**—Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

(7) **REST INTERVAL.**—There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Saturday inclusive in each week) for each employee, such time not to count as time worked.

(8) **MEAL INTERVAL.**—All employees shall be allowed not less than three quarters of an hour for a meal interval which must be taken between the hours of 12.15 p.m. and 1.45 p.m.

(9) **TEA MONEY.**—Any employee who is required to work after 6 p.m. shall receive 1s. tea money.

(10) Neither employer nor employee shall be required to give notice of termination of employment.

(11) **CONDITIONS OF EMPLOYMENT.**—(a) No employee shall be employed other than as a weekly employee or as a daily employee.

(b) Provided that the total number of daily employees employed in any place shall not exceed a proportion of one daily employee to every ten or portion of ten weekly employees.

(c) Provided further that every daily employee for each day worked shall receive 1s. in addition to the rates prescribed in this Determination.

(d) A weekly employee to become entitled to the weekly wage prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days usually worked by such employees, and between the hours fixed as the times of beginning and ending work.

(e) A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

(12) **ANNUAL HOLIDAYS.**—Any employee who has been in the service of the same employer for a period of not less than twelve months from the date of operation of this determination shall be granted holidays on full pay for a period of one week in each year exclusive of the holidays specified in clause 5 (b) and such holiday shall be given within three months of the completion of each twelve months' service. Provided that the annual holiday may, by agreement in writing between an employer and his employees, be taken at any time convenient to both. Should an employee be dismissed for any reason other than misconduct at any time after nine months' service, but before the expiration of any period of twelve months he shall be entitled to pro rata holidays on full pay.

(13) **TIME-BOOKS.**—(a) The employer shall keep a time-book, or sheets, or cards with entries typed or perforated, or written in ink therein, showing the names of his employees, the number of hours worked by, and the wages payable and paid to, each employee.

(b) The secretary, or branch secretary, or any officer of the Federated Miscellaneous Workers' Union of Australia on production of an authority to the employer, his local manager, or the person who purports to be in charge, shall be allowed at all reasonable times to inspect such time-book, sheets, or cards, and to make a copy of the same. Such time-book, sheets, or cards, for the last preceding three months shall be kept available for this purpose.

(14) **OVERALLS.**—Where an employee is required by his employer to wear overalls such overalls shall be provided by the employer; but the employer shall launder such overalls weekly free of charge.

(15) **WATERPROOF CLOTHING.**—All employees working under wet conditions shall be provided by the employer with suitable protective clothing.

(16) **PIECEWORK.**—The Board determines that any employer and any employee may agree to fix and respectively pay and receive piecework prices in respect of the work of such employee; but the piecework prices so fixed shall be such that the employee can, in any week in which he works at least 44 hours, earn not less than 10 per cent. more than the minimum wages rate prescribed for the work done by such employee.

Provided that any such employee who in any week works less than 44 hours shall for such week be paid not less than the minimum wage rate prescribed by the Board for such work.

RAY H. BEERS, P.M., Chairman.

D. B. MORGAN, Secretary.

Melbourne, 20th February, 1941.



VICTORIA  
GOVERNMENT GAZETTE.

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No. 62]

FRIDAY, MARCH 7.

[1941

Factories and Shops Acts.

## DETERMINATION OF THE WATCHMEN'S BOARD.

NOTE.—(a) This Determination on the 12th March, 1941, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; the cities of Ballarat, Bendigo and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

(b) Section 225 of the *Factories and Shops Act 1928* (No. 3877) provides that "every person employed as a watchman shall be granted one holiday in every week".

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed in lieu of the Nightwatchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

(1) That on the 12th March, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

## APPRENTICES OR IMPROVERS.

Experience.	Wages per Week of 48 Hours.	Number (by any Employer).
	<i>s. d.</i>	
1st year .. .. .	45 0	One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage per week of 48 hours.
2nd year .. .. .	52 10	
3rd year .. .. .	60 1	
And thereafter the minimum wage.		

## OTHER EMPLOYEES.

Classes of Employees.	Wages per Week of 48 Hours within—	
	The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; and the City of Warrnambool.	The Cities of Ballarat and Bendigo; and the Boroughs of Eaglehawk and Sebastopol.
	<i>s. d.</i>	<i>s. d.</i>
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of .. .. .	110 4	107 4
All others .. .. .	97 10	94 10

(3) OVERTIME.—Any time worked in excess of 48 hours in any one week shall be paid for at the rate of time and a half.

(4) EMPLOYMENT FOR LESS THAN FULL WEEK.—(a) Persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a half.

(b) Persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 48 hours, shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(5) **SPECIAL RATES.**—Time and a half shall be the special rate for all work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day (21st April), Anzac 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 above-named holidays, the special rate shall only be payable for work done on the day so substituted.

Provided that a person who is directed by his employer to absent himself from duty on any of the days above-mentioned shall, if he is unable to complete 48 hours' work in that particular week, be paid ordinary rates for any such day on which he is absent.

(6) **TRAVELLING TIME AND FARES.**—Any watchman employed on wharves, ships, &c., away from the Melbourne wharves and Victoria Dock shall be paid for travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement, to and from the place of employment.

(7) **EMPLOYEE PROVIDING OWN BICYCLE.**—Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

(8) Any watchman called up for duty shall receive at least four hours' pay.

(9) **PAYMENT FOR MEAL TIMES.**—No deduction shall be made in an employee's time for a meal period unless he is permitted to leave his employer's premises for such meal.

(10) **ANNUAL LEAVE.**—Any employee who has been in the service of any employer for a period of not less than twelve months shall be granted 12 days holiday, exclusive of the holidays mentioned in clause (5), in each year on full pay and such holiday shall be given within three months after the completion of twelve months service, provided that, for the purposes of this clause, any service prior to the 20th October, 1937, shall not be taken into account.

J. K. McCASKILL, Chairman.

C. W. TREVETHAN, Secretary.

Melbourne, 25th February, 1941.