



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 73]

THURSDAY, MARCH 13.

[1941

Factories and Shops Acts.

DETERMINATION OF THE CEMETERY EMPLOYEES BOARD.

NOTE.—This Determination on the 14th March, 1941, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, and the Order in Council thereunder, the Wages Board appointed to "determine the lowest price or rates which may be paid to any person employed in or about a cemetery as a grave digger, grave decorator, gatekeeper, labourer, or gardener" has made the following Determination, namely:—

(1) That on the 14th March, 1941, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.					Other Employees.					
					Wages.					
					Within the Metropolitan District.		All other Parts Victoria.			
Wages per Week of 44 Hours.					Per Hour.		Per Week of 44 Hours.		Per Hour.	
s. d.					s. d.		s. d.		s. d.	
1st year	..	..	..	..	20	6				
2nd	..	..	..	..	23	6				
3rd	..	..	..	..	27	6				
4th	..	..	..	..	32	6				
5th	..	..	..	..	42	0				
					Grave diggers		..	..	106	6
					All others		..	..	2	0 ¹¹ / ₁₁
									93	0
									2	3 ¹¹ / ₁₁
									2	0 ¹¹ / ₁₁
									102	6
									91	0
PROPORTION (WITHIN ANY PLACE).										
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.										

(10) **TERMS OF ENGAGEMENT.**—Any employee (other than a casual employee) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this determination.

(11) **ANNUAL HOLIDAY.**—Any employee (other than a casual 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 in each year on full pay.

(12) **PAYMENT OF WAGES.**—Wages shall be paid not later than Thursday in each week.

(13) **SICK LEAVE.**—Any employee (other than a casual employee) who has not less than twelve months' service with the same employer shall be entitled to leave of absence on account of ill-health or accident, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall also be entitled during such absence in any year to payment as follows:—

(a) For the first two weeks, full pay.

(b) For the next two weeks, half pay.

Provided that where, under any scheme of insurance or an accident relief or provident fund, to secure the benefit of which the employer has paid the necessary premium or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full or half pay as the case may be.

For the purpose of this clause a year shall mean a period of twelve months commencing on the 1st day of January in each year.

(14) **WET PLACES.**—Employees required to work in wet places shall be provided with leather or rubber knee boots.

(15) **DEFINITION.**—A casual employee is a person who is not required to report for duty on each or every ordinary working day, but who is called upon to do certain specified work at irregular intervals.

(16) **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 worker. This clause does not operate in the case of a casual employee.

H. J. RICHARDSON, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 26th February, 1941.