



VICTORIA GOVERNMENT GAZETTE

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[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 25th March, 1941, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in February, 1941, shall be revoked and replaced by this Determination.

(2)

IMPROVERS.				OTHER EMPLOYERS.									
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.									
Age.	Males.		Females.										
	s.	d.	s.	d.									
Under 16 years..	21	0	MALES.								
16 years	26	9	Persons employed in the cotton wool bleaching department	..	..	..	96	0			
17	35	9	Woolen pickers	..	..	..	93	0			
18	39	9	Feeders of—								
19	52	3	Rag machines	..	..	..	91	0			
20	59	0	Other machines	..	..	..	91	0			
								Rippers	..	..	..	91	0
								Person in charge of milling machine	..	..	..	91	0
								Persons in charge of hardening machine	..	..	..	91	0
								Persons in charge of tentering machine	..	..	..	91	0
								Assistant to persons in charge of milling machine	..	..	..	89	0
								Assistant to person in charge of hardening machine	..	..	..	89	0
								Assistant to person in charge of tentering machine	..	..	..	89	0
								Cotton pickers	..	..	..	88	0
								All others	..	..	..	87	0
								Leading hands, if in charge of four or more workers	..	..	..	5s. a week extra	
								FEMALES.					
								Feeders of rag machines	..	..	..	59	6
								Feeders of machines other than rag machines	..	..	..	51	0
								Rippers	..	..	..	49	3
								Woolen pickers	..	..	..	52	3
								Cotton pickers	..	..	..	49	3
								Weighters and wrappers of cotton wool	..	..	..	49	3
								All others	..	..	..	49	3
								Leading hands, if in charge of four or more workers	..	..	..	5s. a week extra	

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.

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 midnight on Sunday and midnight on the following Saturday.

(b) In addition to the rates set out in Clause (2) of this Determination, adult workers employed on afternoon and/or night shift shall be paid 6s. per week. Male junior employees shall be paid 3s. per week extra if engaged on afternoon and/or night shift.

(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.
7 a.m.	6 p.m. on six days in the week.

(5) **OVERTIME.**—

Shift workers—

(a) all time worked before or after the usual hours of commencing and finishing a shift in excess of 44 hours;

(b) within the usual hours of commencing and ending a shift in excess of 44 hours;

Other workers—

(a) all time worked before or after the times of beginning and ending work prescribed in Clause (4) herein; or

(b) within such times of beginning and ending work in excess of 44 hours in any week—

shall be paid for at the rate of 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) **TEA 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. tea 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) **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.

(13) **SPECIAL RATES.**—Time and a half shall be the special rate for all work done on Sunday, and double time for all work done on 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 above-named holidays, then the special rate shall be payable only for the day so substituted.

(14) **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 1s. 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.
Ripping woollens—	s. d.	s. d.	s. d.	s. d.
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.

(15) 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 (16).

Basic Wage.

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

(16) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1941, the amount of the basic wage shall be prescribed in clause (15).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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, 10th March, 1941.

39. The following table shows the number of years of experience of each of the 500 teachers in a certain school district. The numbers are arranged in ascending order. How many teachers have 10 years or more experience?

Number of years of experience	Number of teachers
1	15
2	20
3	30
4	45
5	55
6	65
7	85
8	95
9	105
10	125
11	135
12	145
13	155
14	165
15	175
16	185
17	195
18	205
19	215
20	225
21	235
22	245
23	255
24	265
25	275
26	285
27	295
28	305
29	315
30	325
31	335
32	345
33	355
34	365
35	375
36	385
37	395
38	405
39	415
40	425
41	435
42	445
43	455
44	465
45	475
46	485
47	495
48	500