

Bending

[1431]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 113]

THURSDAY, MARCH 26.

[1942

Factories and Shops Acts.

DETERMINATION OF THE AERATED WATER TRADE 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 appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of an aerated water or cordial or non-intoxicating beer manufacturer," has made the following Determination, viz. :—

(1) That on the 19th March, 1942, the adjusted Determination which came into force as from the beginning of the first pay period to commence in February, 1942, shall be revoked and replaced by this Determination.

(2)

JUNIORS.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Males—		
Under 17 years of age	1 11 6	1 10 6
17 and under 18 years of age	1 19 6	1 18 0
18 19	2 5 6	2 4 0
19 20	2 16 0	2 14 0
20 21	3 6 0	3 4 0
Females—		
Under 18 years of age	1 8 6	1 7 6
18 and under 19 years of age	1 15 6	1 14 6
19 20	1 17 6	1 16 6
20 21	2 5 6	2 4 0
Proportion (within any factory or place)—		
The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry		

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Adult Males—		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	5 13 0	5 10 0
Employee who, under the direction of employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	5 3 0	5 0 0
Employee on automatic combined bottle-washing, syrapping, bottling, sealing (or crowning), and labelling machine	4 18 0	4 15 0
Employee bottling aerated or carbonated waters	4 15 6	4 12 6
Employee engaged in handling Glauber Salts	4 15 6	4 12 6
Box repairer and wood worker	4 13 0	4 10 0
All others	4 13 0	4 10 0
Leading hand 1s. per day in addition to the above rates		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up, fruit or vegetables	2 11 6	2 10 0

(3) **WORK OF MALE JUVENILES.**—The following work may be performed by male juveniles of any age :—Syrup room, syphoning, stoppering, capsuling, labelling, wrapping, wiping, cleaning up, marking cases, sighting, wiring, tying, stacking cases at a height of not more than five feet, and any other work of a light nature.

Provided that :—Juveniles under the age of 19 years shall not be called upon to work on machine labelling unless they are paid the rates prescribed for a male juvenile of 19 years.

(4) **TERMS OF EMPLOYMENT.**—(a) All employees, other than casual employees, shall be engaged by the week and shall be paid weekly.

(b) Except as to casual employees a week's notice at least shall be given by the employer or the employee to terminate employment, or in lieu of such notice a week's wages shall be paid. Such notice shall be given to expire at the end of the regular working week. If the employment is terminated all money due to the employee shall be paid on the day of termination.

(c) The preceding sub-clause (b) shall not apply if and when an epidemic, fire, strike, or breakdown of machinery occurs, causing a stoppage of labour beyond the control of the employer.

(d) The week's work shall terminate at finishing time on the last day of the regular working week which shall not be later than Thursday or Friday in the week, and the pay day shall not be later than the day next succeeding such last day.

(e) If an employee absents himself or herself from duty, the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to absence on holidays in accordance with clause (9) and as to cases of illness if subject to sub-clause (f) next hereto.

(f) If the absence from duty of an employee engaged by the week be reasonable because of his or her own illness and he or she produce to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence, except so far as it exceeds in the aggregate four days during any one year of the employment or a proportionately less time during any shorter period of the employment. Provided that this sub-clause shall not apply to any employee who has not been in the employment for three months.

(5) **HOURS.**—(a) Each employee shall have a fixed starting and finishing time, alterable at seven days' notice.

(b) The ordinary hours of labour of all employees shall be 44 per week; on Monday to Friday inclusive, 8 hours each day and on Saturday 4 hours, exclusive of meal intervals.

Provided that if it is agreed, such hours may be worked Monday to Friday, 8 hours 48 minutes per day, exclusive of meal intervals. The said hours shall be worked on Monday to Friday within the range of hours from 6 a.m. to 6 p.m. and on Saturday within the range of hours from 6 a.m. and 12 noon.

(c) Meal intervals shall not be less than 40 nor more than 60 minutes in duration.

(d) An employee having worked five hours continuously shall thereupon be allowed time off duty without pay for at least 40 minutes.

(6) **OVERTIME.**—All duty performed in excess of 8 hours on Monday to Friday inclusive, and 4 hours on Saturday, or outside the limits of a prescribed range of hours or continuous period of work shall be overtime, and shall be paid for at the rate of time and a half for the first four hours on any one day and double time thereafter.

(7) **CASUAL EMPLOYEES.**—A casual employee shall mean and be deemed to be any employee engaged for a less period than one full working week. He or she shall be paid per hour at a rate not less than one forty-fourth of the rate prescribed for an employee engaged by the week for similar work with and addition of one-fifth. Payment of his or her wages shall not be delayed beyond the termination of his or her employment.

(8) **TEA MONEY.**—An employee required to work overtime in excess of one hour and a half after the usual finishing time without having been notified on the previous day that he or she would be so required shall either be supplied with a meal or be paid 2s. by the employer.

(9) **HOLIDAYS AND SUNDAYS.**—(a) For the purposes of this Determination the days generally observed as the following shall be holidays :—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Union Picnic Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the said named days falls on a Sunday and no week day is generally observed as such a day, a week day in lieu thereof shall be allowed to each employee and shall in respect of such employee be treated as if it were such-named day.

(c) No deduction shall be made from the wage of any employee engaged by the week because of absence from work on a holiday unless without permission or reasonable excuse he or she stays away on the day next preceding or next succeeding the holiday.

(d) No deliveries whatever shall be made on Sunday or on any holiday except New Year's Day, Easter Monday, or Boxing Day.

(e) All work performed on Sundays or holidays shall be paid for at the rate of double time with a minimum payment as for four hours.

(f) If an employee is required to work on a holiday he or she shall be paid treble instead of double time if the Secretary for Labour is satisfied that it was reasonably practicable by working overtime or otherwise to avoid requiring the employee to work on such holiday.

(g) If an employee is required to work on a holiday he or she shall be notified thereof at least 24 hours before such holiday, and if he or she is not so notified, shall be paid at the rate of treble instead of double time, unless it can be proved that it was not reasonably practicable to notify him or her.

(10) **MIXED FUNCTIONS.**—Where an employee is called upon to perform two or more classes of work on any one day he or she shall, for the purpose of assessing the wages to be paid, be deemed to have worked a day at the class for which the highest rate of wages is prescribed.

(11) **WATERPROOF CLOTHING AND BOOTS.**—Where it is necessary for an employee to wear waterproof clothing or boots or clogs, the same shall be provided by the employer. The question as to whether waterproof clothing or boots or clogs are necessary for any employee shall be settled by agreement between the employer and the employee and in default of such agreement by the Secretary for Labour.

(12) **GLOVES.**—All employees working on bottling machines or required to bring their hands in contact with broken glass shall be supplied with suitable protective gloves by the employer.

(13) **FIRST AID KIT.**—First aid kit as now required under the Factories and Shops Acts shall be provided by the employer in each factory, and in the event of an accident occurring, the first aid attendant shall be allowed reasonable time to attend to employees concerned in such accident.

(14) **TIME AND WAGES SHEETS.**—(a) All employers shall keep a time sheet and a wages sheet which may be either combined or separate, and which shall be entered in ink, showing the hours worked each day and the wages paid to each employee.

(b) The time sheet and the wages sheet shall, as to entries therein in respect of employees covered by this Determination, be open for inspection to a duly accredited official of the Federated Liquor and Allied Trades Employees' Union of Australasia during the usual office hours at the employer's office or other convenient place. Provided that no inspection shall be demanded unless the secretary or district secretary or organizer of such union suspects that a breach of this Determination has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

(15) **RIGHT OF ENTRY OF UNION OFFICIALS.**—The secretary or organizer of the Federated Liquor and Allied Trades Employees' Union of Australasia may enter the employer's premises to interview members of the union during non-working hours subject to the approval of the employer, which approval shall not be withheld except for a reasonable cause.

(16) **DEFINITIONS.**—In this Determination unless a contrary intention appears—

“Foreman” shall mean and be deemed to be a person who is responsible for other employees' work, and has the power to engage or dismiss any person subject to the approval of the employer.

“Leading hand” is an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees.

(17) ANNUAL LEAVE.—Each employee on the completion of twelve months' service shall be granted one week's leave of absence on full pay. For each holiday falling during the period of annual leave, another day shall be added to the period of leave. A *pro rata* leave of absence or payment in lieu thereof shall be granted to all employees who, upon termination of service, have worked at least six months.

The time when leave of absence is granted shall be at the discretion of the employer.

(18) PERIODICAL ADJUSTMENT OF WAGES.—The adult wages rates set out in clause (2) are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

Provided that the wages of adult females and juniors shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (19).

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d. 4 3 0	Melbourne
Within 10 miles of G.P.O., Geelong, at Warrnambool, and in Mildura and Gippsland Districts ..		
Elsewhere in Victoria—3s. less than the contemporaneous basic wage for Melbourne		

(19) QUARTERLY ADJUSTMENT OF WEEKLY RATES OF PAY FOR ADULT MALES.—(a) For work done before the beginning of the first pay period to commence in May, 1942, the amount of the basic wage shall be as prescribed in clause (18).

(b) For work done 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 said 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 'All Items' 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 for Melbourne is to be applied.
2. The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
3. The amounts assigned in the following table (or in any extension thereof) to the index number division comprising such index number are 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.
735-746	3 0 0	883-895	3 12 0
747-759	3 1 0	896-907	3 13 0
760-771	3 2 0	908-919	3 14 0
772-783	3 3 0	920-932	3 15 0
784-796	3 4 0	933-944	3 16 0
797-808	3 5 0	945-956	3 17 0
809-820	3 6 0	957-969	3 18 0
821-833	3 7 0	970-981	3 19 0
834-845	3 8 0	982-993	4 0 0
846-858	3 9 0	994-1006	4 1 0
859-870	3 10 0	1007-1018	4 2 0
871-882	3 11 0	1019-1030	4 3 0

C. TURNBULL, Chairman.

F. MCGREGOR, Secretary.

Melbourne, 2nd March, 1942.

1. Introduction

2. Methodology

3. Results

4. Discussion

5. Conclusion

6. References

7. Appendix

8. Acknowledgements

9. Author Biographies

10. Contact Information

11. Abstract

12. Keywords

13. Summary

14. Introduction

15. Conclusion

16. References

17. Appendix

18. Acknowledgements

19. Author Biographies

20. Contact Information

21. Abstract

22. Keywords

23. Summary

24. Introduction

25. Conclusion

26. References

27. Appendix

28. Acknowledgements

29. Author Biographies

30. Contact Information

31. Abstract

32. Keywords

33. Summary

34. Introduction

35. Conclusion

36. References

37. Appendix

38. Acknowledgements

39. Author Biographies

40. Contact Information

41. Abstract

42. Keywords

43. Summary

44. Introduction

45. Conclusion

46. References

47. Appendix

48. Acknowledgements

49. Author Biographies

50. Contact Information

51. Abstract

52. Keywords

53. Summary

54. Introduction

55. Conclusion

56. References

57. Appendix

58. Acknowledgements

59. Author Biographies

60. Contact Information

61. Abstract

62. Keywords

63. Summary

64. Introduction

65. Conclusion

66. References

67. Appendix

68. Acknowledgements

69. Author Biographies

70. Contact Information

71. Abstract

72. Keywords

73. Summary

74. Introduction

75. Conclusion

76. References

77. Appendix

78. Acknowledgements

79. Author Biographies

80. Contact Information

81. Abstract

82. Keywords

83. Summary

84. Introduction

85. Conclusion

86. References

87. Appendix

88. Acknowledgements

89. Author Biographies

90. Contact Information

91. Abstract

92. Keywords

93. Summary

94. Introduction

95. Conclusion

96. References

97. Appendix

98. Acknowledgements

99. Author Biographies

100. Contact Information

101. Abstract

102. Keywords

103. Summary

104. Introduction

105. Conclusion

106. References

107. Appendix

108. Acknowledgements

109. Author Biographies

110. Contact Information

111. Abstract

112. Keywords

113. Summary

114. Introduction

115. Conclusion

116. References

117. Appendix

118. Acknowledgements

119. Author Biographies

120. Contact Information

121. Abstract

122. Keywords

123. Summary

124. Introduction

125. Conclusion

126. References

127. Appendix

128. Acknowledgements

129. Author Biographies

130. Contact Information

131. Abstract

132. Keywords

133. Summary

134. Introduction

135. Conclusion

136. References

137. Appendix

138. Acknowledgements

139. Author Biographies

140. Contact Information

141. Abstract

142. Keywords

143. Summary

144. Introduction

145. Conclusion

146. References

147. Appendix

148. Acknowledgements

149. Author Biographies

150. Contact Information