



VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 312]

MONDAY, OCTOBER 19.

[1942

Factories and Shops Acts.

DETERMINATION OF THE TENNIS STRINGS 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 rate which may be paid to any person or persons or classes of persons employed in the process, trade, or business of making strings for tennis rackets, has made the following Determination, namely:

- (1) That on the 1st October, 1942, the adjusted Determination which came into force as from the beginning of the first pay period to commence in August, 1942, shall be revoked and replaced by this Determination.
- (2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYERS.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
Age.	Males.	Females.	Males.	Females.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 17 years ..	31 0	31 0	31 0	31 0	Males ..	112 6
17 years and under 18 years ..	41 6	36 6	41 6	36 6	Females ..	58 9
18 " " 19 " ..	52 3	41 9				
19 " " 20 " ..	62 6	47 0				
20 " " 21 " ..	72 9	52 3				

  

**PROPORTION (IN ANY PLACE).**

*Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than 112s. 6d. per week of 44 hours.

*Improvers (Males).*

Four improvers to each male worker receiving not less than 112s. 6d. per week of 44 hours.

*Females.*

Two improvers to each female worker receiving not less than 58s. 9d. per week of 44 hours.

*Definition of Juvenile Workers.*

Persons other than apprentices or improvers under—18 years of age doing general work, i.e., all work except—

- (a) picking out or selecting.
- (b) making in the raw state.
- (c) twisting in the dry state.

**PROPORTION (IN ANY PLACE).**

*Males.*

Six juvenile workers to each worker receiving not less than 112s. 6d. per week of 44 hours.

*Females.*

Three juvenile workers to each worker receiving not less than 58s. 9d. per week of 44 hours.

- (3) **ORDINARY WEEK'S WORK.**—Forty-four hours shall constitute an ordinary week's work to be worked as follows:—  
 On the day on which the half holiday is usually observed .. .. 4½ hours between 7.15 a.m. and 12 noon.  
 On all other working days of the week .. .. 8½ hours between 7.15 a.m. and 5.30 p.m.
- (4) **OVERTIME.**—That the following rates shall be paid for all work done:—  
 (a) Outside the hours fixed in clause (3) .. .. Time and a half. Excepting after 12 noon on the day on which the half-holiday is usually observed when the rate shall be double time.  
 (b) Within the hours fixed in clause (3) in excess of either—  
     (1) The number of hours fixed as a day's work, or  
     (2) The number of hours fixed as a week's work } Time and a half.
- (5) **MEAL INTERVAL.**—That a meal interval of at least half an hour shall be allowed to employees between the hours of 12 noon and 2 p.m.
- (6) **SMOKO INTERVAL.**—Employees shall be allowed 15 minutes smoko each forenoon and afternoon without deduction of pay.
- (7) **PAYMENT FOR HOLIDAYS.**—All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.
- (8) **SPECIAL RATES.**—Double time shall be the rate to be paid for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Melbourne Cup 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, then the special rate shall be payable only for the day so substituted.
- (9) **SICK LEAVE.**—Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory 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 ground of personal ill health or accident for more than four days in each year.
- (10) **ANNUAL LEAVE.**—(a) Except as hereinafter provided, a period of six day's annual leave shall be allowed to all employees after twelve months continuous service.  
 (b) The time for taking such annual leave shall be left to the discretion of the employer.  
 (c) Employees employed for less than twelve months shall be entitled to pro rata annual leave.  
 (d) This clause shall come into operation on and from the 1st October, 1942.
- (11) **NOTICE OF INTENTION TO WORK OVERTIME.**—(a) In every case where practicable an employer shall give twenty-four hours' notice to each employee of his intention to work such employee overtime. In each case where such notice has not been given and the employee is required to work overtime, he or she shall receive One shilling and sixpence as tea money in addition to any other special payments provided.  
 (b) In every case where an employee has been notified that he or she is required to work overtime and attends for that purpose but is not required, he or she shall be paid One shilling and sixpence tea money, except where the failure to find employment is due to the accidental breakdown of necessary machinery.
- (12) **NOTICE OF TERMINATION OF EMPLOYMENT.**—That from any time not later than the expiry of the first week's employment, employment shall be by the week and shall be terminable forthwith at the expiry of any working week.
- (13) **TERMS OF EMPLOYMENT.**—Where an employee's services are terminated a week before the occurrence of a holiday and he or she is re-employed within two weeks after the holiday, or where an employee's services are terminated two weeks before the occurrence of a holiday and he or she is re-employed within a week after the holiday, or where an employee's services are terminated three weeks before the occurrence of a holiday, and he or she is re-employed immediately after the holiday, payment shall be made for such holiday.
- (14) **WATERPROOF CLOTHING.**—When an employee is called upon to work in a wet department he shall be provided by the employer with a waterproof apron and waterproof covering for his legs and when using dyes or acids injurious to the skin shall be provided with rubber gloves.
- (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 apprentices, improvers, juvenile workers 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.
Within the area to which this Determination applies .. .. .	£ s. d. 4 8 0	Melbourne

- (16) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in November, 1942, the amount of the basic wage shall be as prescribed in clause (15).  
 (b) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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	945-956	..	..	..	3 17 0
784-796	..	..	..	3 4 0	957-969	..	..	..	3 18 0
797-808	..	..	..	3 5 0	970-981	..	..	..	3 19 0
809-820	..	..	..	3 6 0	982-993	..	..	..	4 0 0
821-833	..	..	..	3 7 0	994-1006	..	..	..	4 1 0
834-845	..	..	..	3 8 0	1007-1018	..	..	..	4 2 0
846-858	..	..	..	3 9 0	1019-1030	..	..	..	4 3 0
859-870	..	..	..	3 10 0	1031-1043	..	..	..	4 4 0
871-882	..	..	..	3 11 0	1044-1055	..	..	..	4 5 0
883-895	..	..	..	3 12 0	1056-1067	..	..	..	4 6 0
896-907	..	..	..	3 13 0	1068-1080	..	..	..	4 7 0
908-919	..	..	..	3 14 0	1081-1092	..	..	..	4 8 0
920-932	..	..	..	3 15 0	1093-1104	..	..	..	4 9 0
933-944	..	..	..	3 16 0	1105-1117	..	..	..	4 10 0

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 8th October, 1942.

