



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, DECEMBER 14.

[1942

Factories and Shops Acts.

DETERMINATION OF THE ANIMAL MANURE BOARD.

NOTES.—(A) This Determination applies to the whole of the State of Victoria.

(B) On 25th May, 1914, the powers of the Animal Manure Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of the extraction of tallow.

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 persons employed in the process, trade, or business of the manufacture of manure from animal matter," has made the following Determination, namely:—

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

(2)

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.	WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	46 2	1 6	47 8	Carcass skimmers	124 0	4 0	128 0
16 years of age and under 17 years of age ..	49 10	1 8	51 6	All others	118 0	4 0	122 0
17 years of age and under 19 years of age ..	64 5	2 1	66 6				
19 years of age and under 20 years of age ..	74 1	2 5	76 6				
20 years of age and under 21 years of age ..	83 7	2 9	86 4				

Afternoon and night shift employees shall receive an additional 5 per cent. per week.

PROPORTION (by any Employer).

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than 122s. per week.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.
One improver to every four workers receiving not less than 122s. per week.

* Note.—The War Loading shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this Determination.

(3) CASUAL EMPLOYEE.—A "casual employee" shall be paid the ordinary rate with the addition of 12½ per centum. For the purpose of this clause a "casual employee" shall mean a person who works less than three full days in any one week.

(4) HOURS OF WORK.—The maximum number of hours to be worked, without payment for overtime, shall be—

(a) Day work.—(i) 44 hours per week;

(ii) 8 hours per day on Monday, Tuesday, Wednesday, Thursday, and Friday between the hours of 7 a.m. and 5.30 p.m., and 4 hours on Saturday between the hours of 7 a.m. and 12 noon.

(b) Shift work.—(i) 44 hours per week or by mutual agreement between any employer and his employees 88 hours per fortnight, with a maximum of 48 hours in any one week;

(ii) 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday.

(5) OVERTIME.—All time worked in excess of the number of hours prescribed in clause (4) shall be paid for at the rate of time and a half.

(6) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, and Butchers' Picnic Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(7) ANNUAL LEAVE.—Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted one week's holiday on full pay in each year, provided that for the purpose of this clause, service prior to 30th October, 1941, shall not be taken into account.

If the employee leaves or is dismissed before the expiration of twelve months in any year, then such employee shall be given or paid for one-half day's holiday for each completed month's service.

(8) **SICK LEAVE.**—(a) Any employee, provided he has had at least three months' continuous service with the same employer and whose conditions of employment is on a weekly basis as provided for in clause 9 of this Determination, shall lose his pay for the actual time of such non-attendance unless he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to his employer that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence.

(b) Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than six (6) days in each year of employment commencing on the 1st December, 1942.

(9) **TERMS OF ENGAGEMENT.**—Employment shall be by the week and any employee (other than casual employees as provided for in clause 3) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination; provided that such employee not attending for duty shall, except as provided by clause 8 of this Determination, lose his pay for the actual time of such non-attendance; provided further that this does not interfere with the right of the employer to dismiss an employee at any time without giving reasons and that such employee shall be paid up to the time of dismissal only.

(10) **TEA MONEY.**—Employees required to work overtime for more than one and a half hours on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of two (2) shillings in addition to any overtime payment to which they may be entitled.

(11) **KNIVES TO BE SUPPLIED.**—Knives, which shall remain the property of the employer, shall be supplied to carcass skimmers under the following conditions when necessary for the performance of their duties:—

- (1) They shall be returned to the employer on termination of the employment.
- (2) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

(12) **SPECIAL RATES.**—Double time shall be paid for all work done on Sundays and holidays specified in clause (6).

(13) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates 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 and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of a 1d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (14).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applied	£ s. d. 4 11 0	Melbourne

(14) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in February, 1943, the amount of the basic wage shall be as prescribed in clause (13).

(b) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, 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 or near a quarter 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.
735- 746	3 0 0	957- 969	3 18 0
747- 759	3 1 0	970- 981	3 19 0
760- 771	3 2 0	982- 993	4 0 0
772- 783	3 3 0	994-1006	4 1 0
784- 796	3 4 0	1007-1018	4 2 0
797- 808	3 5 0	1019-1030	4 3 0
809- 820	3 6 0	1031-1043	4 4 0
821- 833	3 7 0	1044-1055	4 5 0
834- 845	3 8 0	1056-1067	4 6 0
846- 858	3 9 0	1068-1080	4 7 0
859- 870	3 10 0	1081-1092	4 8 0
871- 882	3 11 0	1093-1104	4 9 0
883- 895	3 12 0	1105-1117	4 10 0
896- 907	3 13 0	1118-1129	4 11 0
908- 919	3 14 0	1130-1142	4 12 0
920- 932	3 15 0	1143-1154	4 13 0
933- 944	3 16 0	1155-1166	4 14 0
945- 956	3 17 0		

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

J. V. WILLOX, Secretary.

Melbourne, 10th December, 1942.