



VICTORIA GOVERNMENT GAZETTE.

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[1942

Factories and Shops Acts.

DETERMINATION OF THE BOTTLE COVERS 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 trade of making bottle covers of straw" has made the following Determination, namely:—

(1) That on the 23rd November, 1942, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Improvers.*					Other Employees.				
Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Under 17 years of age	..	..	..	s. d. 32 3	Adults	..	..	s. d. 103 6	
17 years of age	..	..	..	41 0					
18 years of age	..	..	..	54 9					
19 years of age	..	..	..	63 6					
20 years of age	..	..	..	73 0					

PROPORTION (IN ANY PLACE).

Improvers.

Four improvers for every adult worker.

* The Board has determined, in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no apprentice shall work in the trade.

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.					Time of Ending.				
7.30 a.m.	12 noon on Saturday.			
7.30 a.m.	5.30 p.m. on the other working days of the week.			

(4) OVERTIME—

For work done outside the hours specified in clause 3 } Time and a half.
For work done within the hours specified in clause 3 but in excess of 44 hours in any week }

(5) SPECIAL RATES.—(a) Time workers:—Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day, Fuel and Fodder Picnic Day (only within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and within the shire of Keilor), and Kyneton Cup Day (only within the shire of Kyneton); but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(b) Piece Workers:—Ordinary piecework prices with the addition of one day's pay at ordinary time-workers' rates shall be the rate for all work done on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day, Fuel and Fodder Picnic Day (only within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and within the shire of Keilor), and Kyneton Cup Day (only within the shire of Kyneton); but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) **PAYMENT FOR HOLIDAYS.**—(a) **Time-workers.**—All time-workers shall be entitled to the following holidays without any deduction in pay: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day, Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and within the shire of Kellor), and Kyneton Cup Day (only within the shire of Kyneton).

(b) **Piece-Workers.**—All piece-workers shall be entitled to the same holidays as are granted to time-workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

(7) **REST PERIOD.**—Every employee employed on time wages shall be allowed, each morning and afternoon, an interval of ten minutes for rest, such interval to count as part of time worked.

(8) **ORDINARY WEEK'S WORK.**—The number of hours to constitute an ordinary week's work shall be forty-four.

(9) **TERMINATION OF EMPLOYMENT.**—Seven days' notice of termination of employment shall be given by either employer or worker, except in cases of misconduct.

(10) **SICK LEAVE.**—No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than four days in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further, that piece-workers shall be paid at the same rate as time-workers for any such day or days that they are unavoidably absent on account of illness.

(11) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for a period of not less than twelve months, shall be granted as holidays with pay the working days between the Christmas holidays and New Year's Day. Notwithstanding anything contained in this clause, an employer may require his employees to continue work on the working days between the Christmas holidays and New Year's Day, in which case he shall grant within four months thereafter to every employee so entitled a continuous holiday equivalent to the working days between the Christmas holidays and New Year's Day, provided that for the purposes of this Clause, any service prior to the 1st December, 1940, shall not be taken into account. Piece-workers shall be paid at time-workers' rates whilst on annual leave in accordance with the provisions of this clause.

(12) **PIECE-WORK.**—The lowest piece-work price to be paid for the making of bottle covers of straw shall be at the rate of 7s. per thousand covers.

(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 improvers 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 (14).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ 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.

(c) The piece-work prices shall at the same time be increased or decreased in the same proportion as weekly rates for the same class of work with proportionate increases or decreases to the nearest 3d. for junior employees and improvers, half or less than half of 3d. to be disregarded.

TABLE.

Index-Number Division.	Basic Wage.	Index-Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746	3 0 0	970-981	3 19 0
747-759	3 1 0	982-993	4 0 0
760-771	3 2 0	994-1006	4 1 0
772-783	3 3 0	1007-1018	4 2 0
784-796	3 4 0	1019-1030	4 3 0
797-808	3 5 0	1031-1043	4 4 0
809-820	3 6 0	1044-1055	4 5 0
821-833	3 7 0	1056-1067	4 6 0
834-846	3 8 0	1068-1080	4 7 0
846-858	3 9 0	1081-1092	4 8 0
859-870	3 10 0	1093-1104	4 9 0
871-882	3 11 0	1105-1117	4 10 0
883-895	3 12 0	1118-1129	4 11 0
896-907	3 13 0	1130-1141	4 12 0
908-919	3 14 0	1142-1154	4 13 0
920-932	3 15 0	1155-1166	4 14 0
933-944	3 16 0	1167-1179	4 15 0
945-956	3 17 0	1180-1191	4 16 0
957-969	3 18 0	1192-1203	4 17 0

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

J. V. WILLOX, Secretary.

Melbourne, 17th December, 1942.