VICTORIA
GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE MILLET BROOM BOARD.

NOTE.—This Determination on the 8th August, 1941, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power 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 making—

(*a*) Brooms of millet, grass, or other similar material;

(*b*) Mops or feather dusters,"

has made the following Determination, namely—

1. That on the 18th August, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

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(*a*) Apprentices or Improvers.

Broom Section.

	Wages per Week of 44 Hours. s. d.
1st Year ..	22 9
2nd ,, ..	28 3
3rd ,, ..	37 0
4th ,, ..	51 0
5th ,, ..	62 6
6th ,, ..	79 6
And thereafter the minimum wage.	

Feather Duster or Mop Sections.

MALES.	Wages per Week of 44 Hours. s. d.	FEMALES.	Wages per Week of 44 Hours. s. d.
1st Year ..	22 9	1st Year ..	22 9
2nd ,, ..	28 3	2nd ,, ..	28 3
3rd ,, ..	37 0	3rd ,, ..	31 3
4th ,, ..	51 0	4th ,, ..	37 0
5th ,, ..	62 6	5th ,, ..	42 6
6th ,, ..	79 6	6th ,, ..	51 0
And thereafter the minimum wage.		And thereafter the minimum wage.	

PROPORTION IN ANY FACTORY OR PLACE.

APPRENTICES.

Broom Section.

One apprentice to every three or fraction of three workers receiving not less than 111s. per week of 44 hours, or the prescribed piecework prices.

APPRENTICES.

Feather Duster or Mop Sections.

One apprentice to every three or fraction of three workers receiving not less than 111s. per week of 44 hours.

IMPROVERS.

Feather Duster Making Section.

Two male improvers to every worker receiving not less than 111s. per week of 44 hours.

Two female improvers to every female worker receiving not less than 68s. 3d. per week of 44 hours.

IMPROVERS.

Mop Making Section.

Two male improvers to every worker receiving not less than 111s. per week of 44 hours.

Two female improvers to every female worker receiving not less than 68s. 3d. per week of 44 hours.

Broom Section.

One improver to every three or fraction of three workers receiving not less than 111s. per week of 44 hours, or the prescribed piece-work prices.

(*b*) Other Employees.

Broom Making.

	Wages per Week of 44 Hours. s. d.
Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting)	126 0
Second sorter	121 0
Maker or sewer	126 0
Cutter off	118 6
All others	111 0

Feather Duster Making.

	Wages per Week of 44 Hours. s. d.
Males	111 0
Females	68 3

Mop Making.

	Wages per Week of 44 Hours. s. d.
Males	111 0
Females	68 3

3. TIMES OF BEGINNING AND ENDING WORK.—

	Times of Beginning. Not earlier than—	Times of Ending. Not later than—
On Monday to Friday inclusive	7.30 a.m.	5.45 p.m.
On Saturday	7.30 a.m.	12 noon

OVERTIME.

4. (*a*) *Broom Section.*—(i) That any time worker who in any week works for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half for the first four hours and double time thereafter.

(ii) Any piece worker who works in excess of 44 hours in any week shall for such extra time be paid 8d. per hour in addition to piece-work earnings.

(*b*) *Feather Duster or Mop Section.*—That any time worker who in any week works for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half for the first four hours and double time thereafter.

MEAL ALLOWANCE.

5. Any employee who is required to work for more than one hour after the usual closing time of the factory shall be paid 2s. 6d. as a meal allowance for each day that such extra time is worked.

SPECIAL RATES.

6. All work done on Sundays, New Year's Day, Australia Day, Good Friday, Melbourne Cup Day, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above days, then the special rate shall be payable only for the day so substituted.

HOLIDAYS.

7. (*a*) All employees shall be entitled to the following holidays, with payment at ordinary rates therefor:—The days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(*b*) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed in sub-clause (*a*) of this clause.

(*c*) Where an employee is dismissed within 7 days prior to any such holiday, the re-engagement of such employee within 14 days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(*d*) All employees working on piecework shall be entitled to the following holidays:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day, and they shall be paid for such holidays the amount for each holiday based on the weekly wage for a maker or sewer as set out in this Determination.

ANNUAL LEAVE.

8. Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted seven working day's holiday (exclusive of the holidays mentioned in clause 7) in each year on full pay.

SICK LEAVE.

9. (*a*) An employee who has been in the service of an employer for not less than six months shall be entitled to four days' sick leave of absence with full pay during each subsequent twelve months' service provided he produces satisfactory evidence to his employer that such absence was caused by ill-health or an accident.

(*b*) If the full period of sick leave as prescribed in sub-clause (*a*) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

TERMS OF ENGAGEMENT.

10. (*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*) 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.

PAYMENT OF PIECE-WORKERS EMPLOYED ON OTHER WORK THROUGH BREAKDOWN OF MACHINERY.

11. Piece-workers, i.e., makers or sewers, who through a breakdown of machinery are not working on their work shall, irrespective of the work on which they may be employed, be paid at the time rate set out for a maker or sewer.

PIECE-WORK PRICES.

12. That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:—

(*a*) MAKING.

Class o Brooms.		If done by hand machine, where the workman has to fetch his own material to the machine.	If done by hand machine provided that all material for the workman be placed in position on his machine ready for him.	If done by Power Machine.
		s. d.	s. d.	s. d.
3 bands velvet or other material, braces, and tin lock	per doz.	4 5½	4 5½	3 9
3 Velvet (i.e., with braces, 3 bands velvet or other material, or with 2 bands velvet and tin lock)	,,	3 8	3 6½	3 5
1 Velvet and braces and tin lock	,,	3 5	3 4	3 1½
1 or 2 Star (i.e., with braces and space and velvet or other material)	,,	3 0	2 11	2 8½
2 Velvet (i.e., with braces, 2 bands of velvet or other material or big tin lock)	,,	3 2½	3 1½	2 8½
Carpet Lock (i.e., with band of velvet and lock)	,,	3 0	2 11	2 6
Lock 1, 2, and 3	,,	2 7	2 6	2 3½
1 Hurl Lock	,,	2 6	2 3½	2 2
Daisy (i.e., with no covers and band of velvet or other material and tin lock)	,,	2 1	1 11½	1 9
Common Hurl (i.e., with no covers and tin lock)	,,	1 11½	1 10½	1 9
Common Grass (i.e., with no covers and one space only)	,,	1 11	1 10	1 8½
Government (i.e., with 3 spaces in finish, or if made with Palmyra or other material 6d. per dozen extra)	,,	2 11	2 8½	2 4½
Toy Brooms (i.e., with space, velvet, or other material)	,,	2 3½	2 1	1 10½
Toy Brooms (i.e., without velvet finish)	,,	1 9	1 9	1 6½
Velvet Top Brushes (if finished with one velvet)	,,	2 1	1 11½	1 9
Velvet Top Brushes (if finished with two velvets)	,,	2 3½	2 3½	2 1
Velvet Top Brushes (if finished with three velvets)	,,	2 4½	2 3½	2 3½
Whisk, Common (if finished with two lifts of hurl)	,,	1 11½	1 9	1 6½
Wooden Handle Brushes (if finished with one velvet)	,,	1 11½	1 10½	1 8
Wooden Handle Brushes (common wood handle)	,,	1 9	1 8	1 5½
		Plus 11s.	Plus 11s.	Plus 11s

Velvet shall mean velveteen or other material.

Additional rates to those provided in clause 12 (*a*)—

(i) All brooms made of grass or other material, or mixed material, shall be paid for according to finish as if millet brooms as provided by the Determination of the Board.

(ii) All brooms made wholly of grass shall be paid for at 6d. per dozen extra.

(iii) All other brooms made of mixed material shall be paid for at 2d. per dozen extra.

(iv) Makers or sewers on piece-work who are required to clean their machines shall be paid a quarter of an hour per day at the wages rates fixed for makers or sewers.

(*b*) SEWING.

Brooms.	If done by hand.		If done by Lipe Walrath Sewing Machine.		If done by Baltimore Sewing Machine.	
	s. d.		*s. d.*		*s. d.*	
10 lines .. .. per doz.	2 7	Plus 11s.	1 4½	Plus 11s.	1 3	Plus 11s.
9 lines .. .. ,,	2 6		1 3½		1 1½	
8 lines .. .. ,,	2 3½		1 1		0 11½	
7 lines .. .. ,,	2 0		0 11½		0 10½	
6 lines .. .. ,,	1 9		0 10		0 9	
5 lines .. .. ,,	1 6		0 9		0 8	
4 lines .. .. ,,	1 2		0 8		0 6½	
3 lines .. .. ,,	1 1		0 6½		0 5½	
Brushes and Toy Brooms.						
3 lines .. .. per doz.	0 10		0 7		0 6	
2 lines .. .. ,,	0 8		0 6		0 5	

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.

13. The wages rate for males set out in clause 2 (*b*) 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 wages rates and the weekly earnings of piece-workers shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of juniors 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 14.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ *s.* *d.*	
Within the area to which this Determination applies	4 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

14. (*a*) Until the beginning of the first pay period to commence in November, 1944, 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 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, 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.*
994–1006	4 1 0	1118–1129	4 11 0
1007–1018	4 2 0	1130–1141	4 12 0
1019–1030	4 3 0	1142–1154	4 13 0
1031–1043	4 4 0	1155–1166	4 14 0
1044–1055	4 5 0	1167–1179	4 15 0
1056–1067	4 6 0	1180–1191	4 16 0
1068–1080	4 7 0	1192–1203	4 17 0
1081–1092	4 8 0	1204–1216	4 18 0
1093–1104	4 9 0	1217–1228	4 19 0
1105–1117	4 10 0	1229–1240	5 0 0

Any extension of this table must be of the same construction as the table.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th September, 1944.

By Authority : H. E. DAW, Government Printer, Melbourne.