



VICTORIA GOVERNMENT GAZETTE.

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No. 92]

THURSDAY, MAY 25.

[1944

Factories and Shops Acts.

DETERMINATION OF THE CHAFF-CUTTERS BOARD.

NOTE.—This Determination applies to the whole State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 18th July, 1933, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the process, trade, or business of chaff-cutting, corn-crushing, or compressing fodder; or in the trade of corn cleaning or corn grading;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the trade or business of chaff-cutting, corn-crushing, or compressing fodder;
- (c) employed in the process, trade, or business of threshing when such process, trade, or business is carried on in a stationary mill,

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1944, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.				Other Employees.			
Wages per week of 44 hours.				Wages per week of 44 hours.			
<i>Apprentices.</i>				CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.			
1st year	..	..	.. 52 9	<i>s. d.</i>			
2nd "	..	..	.. 56 9	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	115	0	
3rd "	..	..	.. 67 6	Drivers of Motor trucks—			
4th "	..	..	.. 74 9	(a) having a carrying capacity under two tons	.. 113	0	
6th "	..	..	.. 85 6	(b) having a carrying capacity two tons or over	.. 118	0	
<i>Improvers.</i>				Carters driving one horse	..	..	.. 111 0
Under 17 years of age	..	..	.. 52 9	" " two horses	..	..	.. 115 6
17 years of age	..	..	.. 56 9	And 2s. extra per week for every additional horse.			
18 "	..	..	.. 67 6	Chaff-cutter feeders—			
19 "	..	..	.. 74 9	(a) in stationary mills	..	..	.. 112 6
20 "	..	..	.. 85 6	(b) on travelling plants	..	..	.. 118 6
PROPORTION (IN ANY PLACE).				Stablemen	..	..	.. 103 0
<i>Apprentices.</i>				All others—			
One apprentice to every three or fraction of three workers receiving not less than 103s. per week of 44 hours.				(a) in stationary mills	..	..	.. 110 0
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.				(b) on travelling plants	..	..	.. 116 0
<i>Improvers.</i>				CORN-CLEANING OR CORN-GRADING.			
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 110s. per week of 44 hours.				Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	115	0	
				All others	..	..	.. 110 0

ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following:—

- (a) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit— for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (b) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit An extra 1s.
- (c) Driver of a motor vehicle to which a trailer is attached— for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day

4. TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.		
		Five Days in the Week.		The Day the Half-holiday is Usually Observed.
		Within the Metropolitan District.	Outside the Metropolitan District.	
Employees on a travelling chaffcutter or a travelling straw or fodder press	7.30 a.m.	5.30 p.m.	5.30 p.m.	12 noon
Carters	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon
All other employees	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon

STANDING OFF TIME.

5. Any employee who on any day between the times of beginning and ending work as set out in this Determination, works beyond the ordinary daily hours usually worked in his employer's establishment shall not, in order that his weekly hours may be adjusted so as not to exceed 44, be stood off for any time by his employer on any day other than the day usually observed as the half holiday.

OVERTIME.

6. The following rates shall be paid for overtime—

	Persons Compressing Fodder.	Persons on Other Work.
Outside the time of beginning and ending work—		
Between 12 noon and midnight on the day on which the half holiday is usually observed	Time and a half	Time and a half
Between 5.30 p.m. and midnight on the other working days	" "	" "
Between midnight and 7.45 a.m. on any day	" "	" "
Within the time of beginning and ending work in excess of the hours fixed as a week's work	" "	" "

SPECIAL RATES.

7. Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing 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 the Shires of Keilor, Kyneton and Melton), Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic Day, and the Shires of Corio and Werribee) and Werribee District Farmers' Picnic Day (within the Shires of Corio and Werribee) until the termination of the war, when time and a half shall be the rate payable for the aforementioned holidays. 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.

PAYMENT FOR HOLIDAYS.

8. All employees 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, 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 the Shires of Keilor, Kyneton and Melton), Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic Day and the Shires of Corio and Werribee) and Werribee District Farmers' Picnic Day within the Shires of Corio and Werribee.

TIME WAGES.

9. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to thirty hours, be paid at the ordinary wages rate with an addition of thirty-three and a third per centum, and for each hour worked beyond the aforesaid thirty hours shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

10. Seven days' notice of termination of employment shall be given by either employer or worker.

SICK LEAVE.

11. No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than four days in any year, commencing on 27th September annually, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that the same is not the result of his own misconduct.

ANNUAL LEAVE.

12. Any employee who has been in the service of an employer continuously for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in clause 8) in each year on full pay, and such holiday shall be given within two months of the completion of twelve months' service.

Provided that should any employee leave or be dismissed for any reason other than misconduct at any time (i) after his first six months' service with an employer but before the completion of his first twelve months' qualifying period of such service, or (ii) before the completion of any subsequent twelve months' qualifying period of service, he shall be entitled to pro rata holidays or payment for same.

FIRST AID OUTFIT.

13. Each employer shall provide a properly equipped first aid chest. Such chest shall comply, as to its contents, with the requirements of the Factories and Shops Acts.

PIECE-WORK.

14. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a)	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.	PER TON. s. l.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	2 9½	2 2½	1 8½	1 6½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	3 9½	2 11½	2 6½	2 0½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	3 1½	2 6½	..	..	2 6½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	3 9½	2 11½	..	..	2 6½

		<i>s. d.</i>
(b)	Baling sheaf hay, meadow hay and lucerne hay by any power-driven press	1 9½ per ton.
	Baling straw by any power-driven press { (i) Where up to and including four persons are employed ..	2 2½ per ton.
	(ii) Where more than four persons are employed ..	1 9½ per ton.

PERIODICAL ADJUSTMENT OF WAGES.

15. 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 and apprentices set out in clause 2 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. Provided also that piece-work prices shall be increased or decreased by an amount of 1d. per ton for every increase or decrease respectively of 1s. in the basic wage.

The basic wage shown hereunder shall be adjusted as prescribed in Clause (16).

BASIC WAGE.

Place.	Basic Wage.	Additional Constant Loading.	Index Number Set Assigned.
	<i>£ s. d.</i>	<i>s. d.</i>	
Within the area to which this Determination applies	4 11 0	6 0	Five towns, Victoria

ADJUSTMENT OF BASIC WAGE.

16. (a) Until the beginning of the first pay period to commence in August, 1944, 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 an August, a November, a February, or a May, 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 to a place is that assigned to Five Towns, Victoria.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made 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 plus the additional constant loading as prescribed in clause 15.

Table.

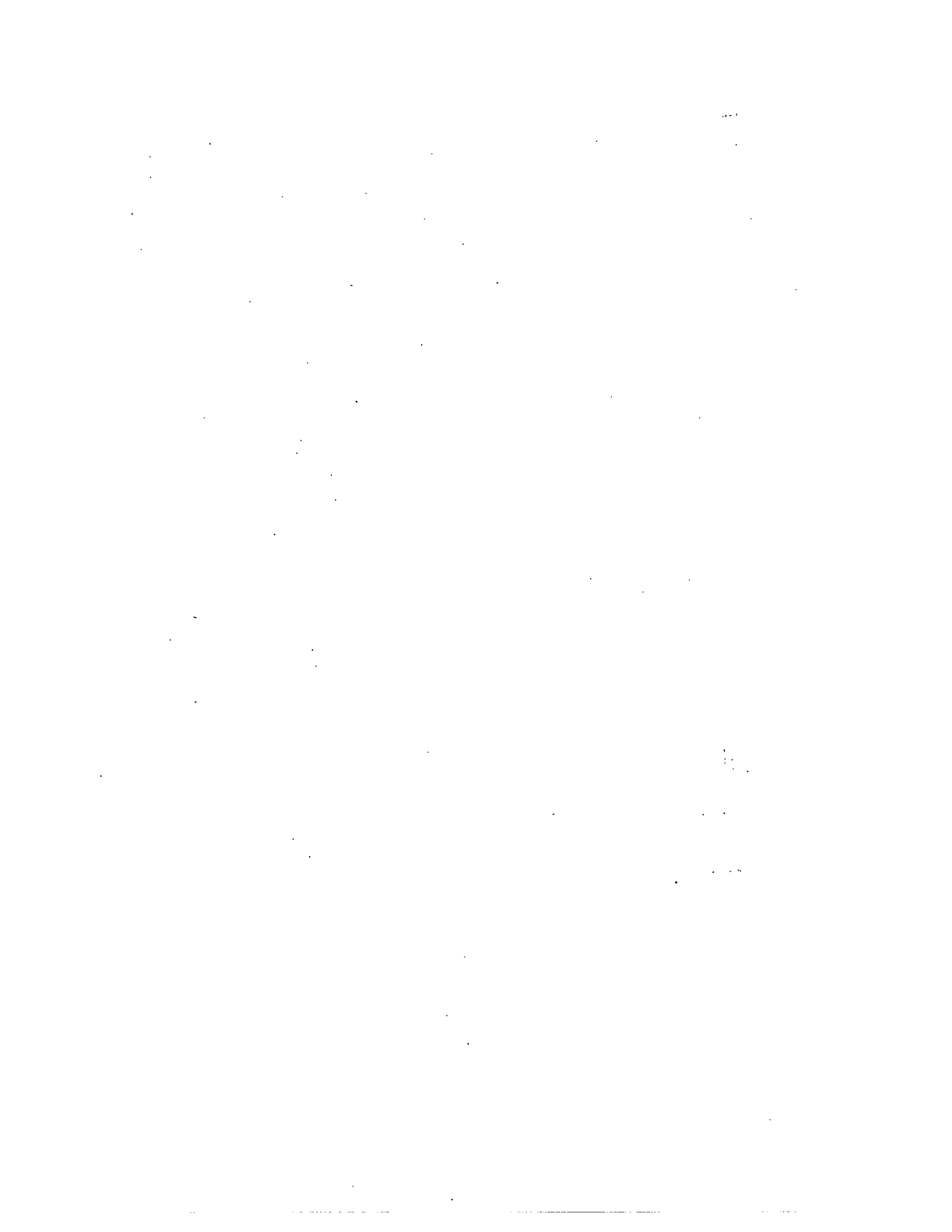
Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	<i>£ s. d.</i>		<i>£ s. d.</i>
994-1006	4 1 0	1118-1129	4 11 0
1007-1018	4 2 0	1130-1141	4 12 0
1019-1030	4 3 0	1142-1154	4 13 0
1031-1043	4 4 0	1155-1166	4 14 0
1044-1055	4 5 0	1167-1179	4 15 0
1056-1067	4 6 0	1180-1191	4 16 0
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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 20th May, 1944.





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No. 93]

THURSDAY, MAY 25.

[1944

Factories and Shops Acts.

DETERMINATION OF THE SAUSAGE CASINGS 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 preparing or cleaning casings for sausages or similar products" has made the following Determination, namely:—

1. That on the 19th May, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

<i>Juvenile Workers.</i>										Wages per Week of 44 Hours.			
										s.	d.		
15 years of age and under 17 years of age	40	9
17 " " " 18 " "	51	9
18 " " " 19 " "	62	9
19 " " " 20 " "	73	9
20 " " " 21 " "	98	9

<i>Other Employees.</i>								Weekly Rate.	War Loading (Non-adjust- able).	Total Weekly Wage.			
								s.	d.	s.	d.	s.	d.
<i>Persons employed at Casing Factories outside Freezing Works—</i>													
Pullers-off and strippers	..	..	..	..	..	..	..	125	0	4	0	129	0
All others	..	..	..	..	..	..	..	125	0	4	0	129	0
<i>Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for local trade—</i>													
Pullers-off and strippers	..	..	..	..	..	..	..	119	0	3	0	122	0
All others	..	..	..	..	..	..	..	119	0	3	0	122	0

Wages per Day.						
	Monday to Friday.			Saturday.		
	Daily Rate.	War Loading (Non- adjustable).	Total Daily Wage.	Daily Rate.	War Loading (Non- adjustable).	Total Daily Wage.
	s.	d.	s.	d.	d.	s.
<i>Persons employed at Casing Factories in Freezing Works—</i>						
Pullers-off and strippers
All others
<i>Persons employed at Abattoirs or Freezing Works upon the produce of animals slaughtered for export trade—</i>						
Pullers-off and strippers
All others

PROHIBITION OF EMPLOYMENT.

3. The Board determines that—

- (a) No person under the age of 21 years shall be employed except as a "juvenile worker" as defined by Clause 4.
 (b) No "juvenile worker" under the age of 15 years shall be employed.

DEFINITION.

4. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Dry gut work, turning middles and bungs, blowing and tying weasands and bladders, measuring, selecting, salting, working behind scraping machines, splitting beef runners.

5. TIMES OF BEGINNING AND ENDING WORK:—

Men Receiving and Tanking—		Time of Beginning.	Time of Ending.
From Monday to Friday inclusive	.. .. .	8.30 a.m.	5.21 p.m.
Saturday	.. .. .	8.30 a.m.	12 noon.
Persons employed as pullers-off and strippers at Abattoirs or Freezing Works (export trade or local trade):—			
From Monday to Friday inclusive..	.. .. .	7.45 a.m.	4.55 p.m.
Saturday	.. .. .	7.45 a.m.	10.55 a.m.
All other employees—			
From Monday to Friday inclusive..	.. .. .	7.30 a.m.	4.21 p.m.
Saturday	.. .. .	7.30 a.m.	11 a.m.

MEAL TIME.

6. (a) Persons employed as pullers-off and strippers at Abattoirs or Freezing Works (export trade or local trade) shall be allowed a meal period of not less than one hour between 12 noon and 1.15 p.m.
 (b) All other employees shall be allowed a meal period of not less than 45 minutes between 12 noon and 1 p.m. Such meal period shall not be calculated as time worked.

OVERTIME.

7. All time worked outside the times of beginning and ending work shall be paid for at the rate of time and a half.

SPECIAL RATES.

8. Double time shall be paid for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; 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.

HOLIDAYS.

9. (a) All employees shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly or daily rate of pay (as the case may be), provided that any such employee has been employed during any portion of the working week, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day.
 (b) In the event of an employee being required to work on a public holiday, he shall, except excused by the employer, do so at the rate prescribed or shall not be entitled to payment for such holiday.

TERMS OF ENGAGEMENT.

10. Employment shall be by the week and any employee (other than a casual employee and one employed in Export and Freezing Works) 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 12 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.

ANNUAL LEAVE.

11. Any employee who has been in the service of the same employer continuously for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in clause 9) on full pay in respect to each year of employment: Provided that if any of the holidays as prescribed in clause 9 falls within an employee's period of annual leave there shall be added to that period one day for each such holiday falling as aforesaid.
 If the employee leaves or is dismissed before the expiration of twelve months in any such year, then such employee shall be given or paid for one-half day's holiday for each completed month's service.

SICK LEAVE.

12. (a) Any employee not attending for duty 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.

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 four days in each year.

(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 eight days, which shall be the maximum amount of leave to which any employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to 8th June, 1943, shall be disregarded.

TEA MONEY.

13. 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.

FIRST AID KIT.

14. A first aid kit shall be available at all times and be under the care of a responsible person who shall attend to all cases requiring attention.

APRONS AND LEGGINGS.

15. Aprons and materials for leggings for employees employed in cleaning sheds and abattoirs shall be provided free of charge by the employer.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for adult weekly paid employees, set out in clause 2, are based upon the following basic wage and pursuant to and in accordance with the provisions 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 adjustments to the rates for adult daily paid employees and juvenile workers shall be made at the same time as follows:—

- (a) The wages per day payable to adult daily paid employees shall be increased or decreased by an amount of 2d. for every 1s. increase or decrease respectively in the basic wage.

(b) The wages of juvenile workers 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, and to be made upon the rates prescribed in the Determination which came into force on the 1st December, 1939.

The basic wage shown hereunder shall be adjusted as prescribed in clause 17.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

17. (a) Until the beginning of the first pay period to commence in August, 1944, the amount of the basic wage shall be as prescribed in clause 16.

(b) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 20th May, 1944.

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