



VICTORIA GOVERNMENT GAZETTE.

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[1945

Factories and Shops Acts.

DETERMINATION OF THE BAG MAKERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the city of Sandringham as are not included within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, has made the following Determination, namely:—

1. That on the 23rd December, 1944, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 44 Hours.							Wages—Per Week of 44 Hours.						
Commencing Age.							Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
1st 6 months	26	3	31	0	36	6	1st 6 months ..	26	0	30	9	36	3
2nd 6 months	31	0	36	6	57	6	2nd 6 months ..	30	9	36	3	43	0
2nd year ..	36	6	57	6	75	0	2nd year ..	36	3	43	0	47	3
3rd year ..	57	6	75	0	92	3	3rd year ..	43	0	47	3	53	6
4th year ..	75	0	92	3	..	..	4th year ..	47	3	53	6	..	..
5th year ..	92	3	..	..	..	..	5th year ..	53	6	..	..	..	..

PROPORTION.

Males.

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

PROPORTION.

Female Improvers.

Two female improvers to every six or fraction of six female workers receiving not less than 65s. 9d. per week of 44 hours.

JUVENILE WORKERS.

Not more than three juvenile workers to each adult female worker receiving not less than 65s. 9d. per week of 44 hours.

NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.

OTHER EMPLOYEES.

		Per Week of 44 Hours.	
		s.	d.
<i>Males.</i>			
Combination bag-making machine attendant		112	0
Repairers by hand		112	0
Repairers by machine		112	0
<i>Females.</i>			
Bag-making machinist		66	6
Repairers by hand		73	9
Repairers by machine		73	9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—			
1st 3 months		52	0
2nd 3 months		57	6
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—			
1st 3 months		52	0
All others		65	9

NOTE.—The Board determines that no person shall be employed as an apprentice.

TIME OF BEGINNING AND ENDING WORK.

3. Time of beginning—
- | | |
|-------------------|--|
| 7.30 a.m. -- .. . | 12.30 p.m. on the day on which the half-holiday is observed locally. |
| 7.30 a.m. -- .. . | 6 p.m. on the other five working days of the week. |
- Time of ending—

OVERTIME.

4. For all work done—
- (a) Outside the hours fixed as the times of beginning and ending work,
 - (b) Within the hours so fixed in excess of nine hours on Monday, Tuesday, Wednesday, Thursday, Friday, and four hours on Saturday,
 - (c) Within the hours so fixed in excess of the number of hours fixed for a week's work, excluding that provided for under (b),

a time-worker shall be paid at the rate of time and a half and a piece-worker at the rate of rate and a half.

TIME WAGES.

5. 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 22 hours be paid—
- (a) in any week in which two or more public holidays occur At the ordinary wages rate, with an addition of fifty per centum.
 - (b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum,

and for each hour worked beyond the 22 hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

SUNDAYS AND PUBLIC HOLIDAYS.

6. That double time shall be paid 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 and Boxing 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.

7. (a) 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, Anzac Day, Christmas Day, and Boxing Day. Provided that Melbourne Cup Day may be substituted for King's Birthday at the election of the employer.

(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.

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 one week's holiday exclusive of the holidays mentioned in clause 7 in each year on full pay.

Provided that if an employee is given as holidays on full pay all working days between Boxing Day and New Year's Day such ordinary working days may be regarded as part of the week's holiday to which the employee is entitled under this clause, and such other working days as will make up the balance of a week shall be granted at some other time as holidays on full pay.

A piece-worker shall be entitled to the same annual leave as a time worker, and for such annual leave shall be paid at the same rate as a time worker doing the same class of work.

Any such holiday shall be given within six months of the completion of twelve month's service.

Provided, further, that any employee, who, after completing six month's service, leaves or is dismissed before the expiration of any period of twelve months' service with the same employer, shall be entitled to *pro rata* holidays on full pay, i.e., one day for each completed two months of service.

SICK LEAVE.

9. (a) No deduction shall be made from the wages of any employee who has had not less than twelve months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty-four hours of working time 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 pieceworkers 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.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed 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 88 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay. For the purposes of this sub-clause service prior to 23rd December, 1944, shall be disregarded.

REST PERIOD FOR FEMALES.

10. A rest period of ten minutes, between 9.30 a.m. and 10.30 a.m., and between 2.30 p.m. and 3.30 p.m. each day shall be given to all female employees, without deduction of pay.

TERMINATION OF EMPLOYMENT.

11. Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

RIGHT OF ENTRY OF UNION OFFICIAL.

12. The Secretary of the Federated Fodder and Fuel Trades' Industrial Union shall have the right to enter, during the mid-day meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are done, for the purpose of interviewing employees on legitimate Union business.

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	} With 35 per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine)	5½d. "	
Machine repairing ordinary bags (employer to provide twine)	4½d. "	
Machine repairing mill or coal bags (employer to provide twine)	1½d. "	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	1½d. "	
Machine repairers on piece-work shall also be paid 1s. per hour for any time occupied in cleaning machines or cutting patches.		
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.	
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. "	
Hand repairing wool packs (employee to provide twine)	4½d. each.	

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

14. The Board determines that any employer may fix and pay piece-work rates to any person employed at repairing by machine (employer to provide twine) or by hand (employee to provide twine) bags other than those for which the Board has fixed a piece-work rate, provided that such piece-worker shall be paid in any week, at least the amount payable to a time-worker performing the same class of work for the same number of hours as such piece-worker.

WAITING TIME.

15. All piece-workers kept waiting for work, or any materials, or for repair of machines shall be paid the hourly rate of the corresponding time-worker for such waiting time.

PERIODICAL ADJUSTMENT OF WAGES.

16. 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, juveniles, and 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.

Provided further that the piece-work prices shall be subject to adjustment according to the fluctuations in the basic wage on the following basis:—The percentage difference between 83s. (such amount being the rate provided for a Repairer by Machine—Male—in the Determination which came into force on the 2nd September, 1938), and the amount payable to a Repairer by Machine—Male—after adjustment as hereinbefore provided.

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

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

17. (a) Until the beginning of the first pay period to commence in February, 1945, 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 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.
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, 1st March, 1945.

