VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 80] THURSDAY, JUNE 14. [1945

Factories and Shops Acts.

DETERMINATION OF THE UNDERTAKERS 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 which, since the 17th February, 1932, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business or occupation of an undertaker, or maker of coffins," has made the following Determination, viz :—

1. That as from the beginning of the first pay period to commence on or after the 31st May, 1945, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices.	Improvers.	Other Employees.	Within the Metropolitan District.	Outside the Metropolitan District.	Per Week of—
WAGES. Per Week of 44 Hours. s. d.	WAGES. Per Week of 44 Hours. s. d.	WAGES.	s. d.	s. d.	Hours.
1st year's experience.. 32 6	Under 18 years of age 49 0	Workers engaged in making coffins of wrought timber for either polishing or varnishing..	135 0	130 6	44
2nd " " .. 45 6	18–19 years of age .. 65 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals	122 0	118 0	44
3rd " 57 0	19–20 " " .. 84 0	First chauffeur who makes adjustments and attends to running repairs to two or more motor hearses, coaches, or wagons ..	121 6	118 0	44
4th " " .. 75 0	20–21 " " .. 106 6	Other chauffeurs	116 0	112 6	44
5th " " .. 99 0		All others	116 0	112 6	46*
PROPORTION (within any factory or place).	PROPORTION (within any factory or place).	Provided that employees who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s.			
One apprentice to every two or fraction of two workers receiving not less than 112s. 6d. per week of 46 hours.	One improver to every seven or fraction of seven employees receiving not less than 112s. 6d. per week of 46 hours.				
An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.					

* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

Allowances.—For allowances under this Determination see clause 9.

3. TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
Monday to Friday, 8 a.m.	5.30 p.m.
Saturday, 8 a.m.	12.15 p.m.

On Monday to Friday a meal interval of 60 minutes shall be allowed.

4. OVERTIME.

Outside the hours fixed as the times of beginning and ending work .. .. Within the hours so fixed in excess of the number of hours as fixed for a week's work	Time and a half

Provided that any employee required to do any removal work occupying any time between midnight and 6 a.m., on any day shall be paid a minimum of 15s. for each occasion he is so required to work.

TERMS OF ENGAGEMENT.

5. Any employee (other than a casual employee) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination and shall in addition be paid at overtime rates for work done in excess of or outside the ordinary hours of employment.

CASUAL LABOUR.

6. Casual employees, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter, with a minimum of 17s. 6d. per day.

ANNUAL HOLIDAY.

7. (a) Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted 7 working days' holiday in each year on full pay in addition to holidays mentioned in clause 10. In computing such seven working days' holiday, a Saturday shall be counted as a half day only. The time of taking such holiday shall be arrived at by mutual agreement. Failing an agreement within one month of an employee's holiday becoming due, he shall receive two weeks' pay in lieu of such holiday.

(b) Notwithstanding anything contained in sub-clause (a) an employee who has been in the continuous employment of an employer for not less than nine months, from the date of his first commencing work with such employer or one month from the date when he resumed work after a holiday as hereinbefore provided in sub-clause (a), and whose employment is terminated for any reason (other than misdemeanour) shall be entitled to one half a day's holiday pay for each month of such employment. Provided that where employment is terminated for military service the qualifying period be reduced from nine months to one month.

PAYMENT OF WAGES.

8. All wages must be paid on Thursday, and in the employer's time. Any time waited in excess of fifteen minutes after finishing time shall be paid for at overtime rates.

ALLOWANCES.

9. (i) To the amounts otherwise prescribed in this Determination shall be added the following:—(a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive and/or clean such unit 1s. per day. (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit 1s. per day.

(ii) Suitable overalls and gloves shall be provided by the employer for employees cleaning gas producer units.

(iii) An employer shall re-imburse an employee the cost of any telephone calls made under instructions by him or in the case of an emergency in connexion with the duties of such employee.

PAYMENT FOR HOLIDAYS.

10. All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Picnic Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

SICK LEAVE.

11. (a) Any employee (other than a casual employee) who has had not less than twelve months' service with the same employer shall be entitled to leave of absence on account of ill-health, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall be entitled to leave of absence (without deduction of pay) for a period not exceeding in the aggregate six days in any one year.

(b) If the full period of sick leave as prescribed above 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 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service witho t deduction of pay.

SATURDAY WORK.

12. A minimum of two hours' pay shall be paid for all work done after 1 p.m. on a Saturday.

SUNDAY WORK.

13. All employees assisting in the carrying out of funerals on any Sunday shall be paid a minimum of 20s. for such work.

PICNIC DAY.

14. The 3rd Wednesday in February in each year shall be observed as a holiday within a radius of 20 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, and Geelong.

EXTENDED JOURNEY.

15. A motor driver shall not be required to travel on any journey extending over 110 miles from the employer's headquarters unless accompanied by a male adult employee.

TERMINATION OF EMPLOYMENT.

16. Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker, or a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

SPECIAL RATES.

17. Double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Picnic Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, 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. Provided that persons employed at cleaning out stables, feeding, grooming, and bedding-down horses shall be paid for the first two hours' work at the ordinary rate.

PROVISION FOR GUM BOOTS.

18. Gum boots shall be provided for employees whilst washing vehicles.

STANDING BY TIME.

19. (a) An employee called upon to stand by, that is, to hold himself available if wanted, shall, if not called upon to work between such hours, be paid the following rates:—

Between the hours of 5.30 p.m. and midnight (Monday to Friday)—3s. per night in addition to payment for any work done.

(b) An employee called upon to stand by, that is, to hold himself available if wanted, shall be paid the following rates:—

Between 1 p.m. on Saturday and 6 a.m. on the following Monday—6d. per hour for each hour he is so required to stand by.

PIECEWORK.

20. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

All Inside Measurements (head to heel).	If Made Throughout by Hand—			If Made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long	35 3	37 5	39 4	31 1	33 2	35 8
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth)	31 6	33 8	35 9	27 9	29 9	31 11
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long	26 7	27 4	29 7	23 3	24 8	25 11
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long ..	21 3	22 9	24 8	18 11	20 3	21 4
Common coffins, over 4 ft. 9 in. long	4 9	5 4	6 0	4 0	4 8	5 4
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness..	5 4	6 0	6 9	4 8	5 4	6 0

	s. d.	s. d.
Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long	19 7 each	16 7 each
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long	16 2 ,,	12 11 ,,
Common coffins, up to 2 feet long	21 3 per dozen	16 3 per dozen
Common coffins, over 2 feet and up to 3 feet long	28 7 ,,	22 10 ,,
Common coffins, over 3 feet and up to 4 ft. 9 in. long ..	38 10 ,,	30 5 ,,
Inside shells for lead coffins	14 2 each	9 5 each
Cover lids, up to 2 feet wide	19 8 per dozen	13 4 per dozen
Cover lids, over 2 feet wide	29 5 ,,	21 2 ,,

	s. d.
Extra for common coffins or coverlids if glued	1 5 each.
Extra for lids made with two or three decks	8 11 ,,

DEFINITION.

"Best" coffin means a coffin which bears any ornamentation other than a plinth.

PERIODICAL ADJUSTMENT OF WAGES.

21. 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, this 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, improvers, and piecework prices shall be adjusted proportionately to adjustments of the basic wage. Such adjustments in the case of apprentices and improvers shall be computed to the nearest 6d., half or less than half of 6d. to be disregarded, and in the case of piecework prices to the nearest 1d.

The basic wage shown hereunder shall be adjusted as prescribed in clause 22:—

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Throughout the State	4 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (*a*) For work done before the beginning of the first pay period to commence in August, 1945, the amount of the basic wage shall be as prescribed in clause 21.

(*b*) For work done 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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 5th June, 1945.

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