

VICTORIA

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TUESDAY, MARCH 5.

[1946

Factories and Shops Acts.

-DETERMINATION OF THE HORSEHAIR 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 now has the power to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of preparing horsehair, corwhair, or pighair for trade or sale," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after 1st February, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices.						Improvers and Juvenile Workers.							Other Employees.				
	W	AGES.		Per V	Vock.				Wages.		Per W	Vook.	Preparing Body Hais				
st year nd ,, rd ,, th ,,				29 36 43 52 73	d. 6 3 9 9	lst 2nd 3rd 4th	year " "				29 43 73 84	d. 6 9 0	Persons engaged on hair-washin	g . 114			
PROPORTION (by any employer). One apprentice to every three or fraction in three workers receiving not less than 03a. per week.					PROFORMON (by any employer). One improver to every five workers receiving not less than 103s, per week.						Persons engaged on hair-dryin machines Persons who press washed an dried hair into bales .	. 107	7 6				
								Ju	venile Work	et1			Preparing any other kind of	Hai	r.		
						O ₁ Spin		uvenile	e worker t	o ev	ery l	Hand	Machine Spinners— lst year		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		

3. A juvenile worker is a person (other than an apprentice or an improver), under 21 years of age employed assisting and working under the direction of a hand spinner irrespective as to whether such hand spinner is employed as a time wages employee or at piecework.

A hand spinner means an adult worker engaged in hand spinning and/or curling hair with the use of power.

Hours.

4. The number of hours which shall constitute a week's work shall be 44, which may be worked between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive. OVERTIME.

5. Any employee who works in excess of the daily number of hours fixed in clause 4 shall be paid for such extra time at the rate of time and a half for the first two hours and double time thereafter. No. 36.-1069/46.

TERMS OF ENGAGEMENT.

- 6. (a) Employees are to be engaged either as weekly or as 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, notice of termination of employment of weekly employees may be given at any time, but one week's wages may be paid or forfeited, as the case may be, in lieu of such notice.
- (c) Sub-clauses (a) and (b) of this clause shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.
 - (d) Casual employees shall be guaranteed not less than two hours' engagement for each and every start.
- (e) 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.
- (f) No deduction shall be made from the wages of any employee who has had not less than three months' service with the same employer, and, who is absent through illness for not more than forty-four hours of working time in any year of service, provided he proves to the satisfaction of the employer by statutory declaration that his absence was due to personal illness.
- (g) Notwithstanding anything contained in sub-clause (f) 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 eighty-eight hours of working time which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 1st February, 1945, shall be disregarded.

CASUAL WORK.

7. Casual work, i.e., work for less than a full week, shall be paid for at the ordinary wages rates calculated pro rata with the addition of twenty per centum.

MEAL ALLOWANCE.

8. Any employee required to work overtime for any period in excess of one and a half hours after the usual hour of ceasing duty shall be paid 2s. meal money.

MACHINERY TO BE STOPPED DURING MEAL HOURS.

9. In any place where body hair is prepared for trade or sale, all machinery shall be stopped during meal hours.

SHIFT WORK.

10. Employees working afternoon or night shifts shall be paid 5 por cent. more than ordinary rates,

SPECIAL RATES.

11. All work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Molbourne Cup Day, 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 holidays, the special rates shall be payable only for the day so substituted.

HOLIDAYS.

12. Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Union Pienic Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

ANNUAL LEAVE.

13. 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 12 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.

Any such holidays shall be given within six months of the completion of twelve months' service.

Provided further that any employee, who after not less than six months' service leaves or is dismissed before the expiration of any twelve months' service, or who leaves or is dismissed after having completed twelve months' service without receiving holidays under this clause, shall be paid for holidays pro rata in accordance with the length of service, viz., 11 hours' pay for each completed three months of service.

RIGHT OF ENTRY OF UNION OFFICIAL.

- 14. A duly accredited representative of the Federated Storeman and Packers' Union of Australia shall have the right to employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:-

(a) That he produces his authority to the employer or his representative.

(b) That he interviews employees only at the place where they are taking their meal.

(c) That not more than one representative in all be in any establishment at any one time.

(d) That no one representative visit an establishment more than once a fortnight.

(e) That if an employer alloges that a representative is unduly interfering with his establishment or is creating dissaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PIECEWORK.

15. (a) That the lowest piecework prices to be paid to persons for doing work of the kind specified in the following schedule shall be: ing eninning and curling hair with use of no

mixing, spinni	ing, and curing	nair with use o	or power					148. 61d. per 100 lb.	
Hand spinning	g and/or curling	of hair with u	se of powe	r				12s. 5 d. per 112 lb.	
Wet hackling	and drafting ho	rsehair 18 inch	es and ove	r in len	gth			ls. 01d. per lb.	
,,	,, ,,	,, under l	8 inches in	length				2s. Id. per lb.	
Drafting horse	hair (already wet	hackled) and c	ontaining n	ot less t	han 33 pe	r cent. of h	air	- F	
18 inches	and over in len	gth—clippings	not to exc	eed 3 p	er cent.			ls. låd. per lb.	
Drafting all of	her horsehair (alı	ready wet hack	led)clippi:	ngs not	to exceed	3 per cent		ls. llåd. per lb.	
Wet hackling	and drafting co	whair		٠		·		ls. 7 d. per lb.	
Drafting cowh	air (tails) (alread	dy wet hackled	i)					ls. 3 d. per lb.	
	ng long count							51d. per dozen	
Wet hackling	horsehair (exclu-	ding mane hair	and mane	hair kı	nots)			20s. 11d. per 100 lb.	
,, ,,	,, (includ	ding mane hair	and mane	hair kı	nots)			26s. 0d. ,,	
" "	mane hair		••					38s. 6d. "	
	cowhair (tails)	••		• •				27s. 7 ł d. "	
Sorting horsel	hair	••					٠.	ls. 3d. ex	x tra

A pieceworker engaged on wet hackling shall, when called upon to remove hair to and from drying rack, be paid an extra 2s. 34d. per 100 lb.

Employer to supply all tools and material.

In addition to the piecework prices herein prescribed for a hand spinner the employer shall pay in full the wages of every juvenile worker who assists such hand spinner.

(b) All employees working on piecework shall be granted the same holidays, sick leave, and annual leave as are provided for weekly wage workers, and they shall be paid for such holidays, sick leave, and annual leave, an amount based on the minimum weekly wage as set out in this Determination for the class of work performed.

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 apprentices, improvers and juveniles 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 the piecework prices set out shall be increased or decreased by the same percentage and at the same time as the basic wage.

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 May, 1946, 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 May, an August, a November or a February, 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.

	Basic Wage.			Index Number Divisions.					Basic Wage.			
	 			£	s.							£ 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	Ò	1167-1179					4 15 0
1056-1067	 			4	6	Ō	1180-1191			• •		4 16 0
1068-1080	 	•••		4	7	Ö	1192-1203	• • •		::	- :: 1	4 17 0
1081-1092	 			4	8	ŏ	1204-1216		• • • • • • • • • • • • • • • • • • • •			4 18 0
1093-1104	 			4	ĕ	ŏ	1217-1228				- ::	4 19 0
1105-1117	 		- ::	.4		ŏ	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, 25th February, 1946.

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