



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 269]

MONDAY, JUNE 2.

[1947

Factories and Shops Acts.

## DETERMINATION OF THE TEA PACKING 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 for rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 16th May, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.					Adults.				
WAGES.					WAGES.				

3.		TIME OF BEGINNING AND ENDING WORK.	
Time of Beginning.		Time of Ending.	
7.30 a.m.	.. ..	12 noon on Saturdays.	
7.30 a.m.	.. ..	5.30 p.m. on each of the other five working days of the week.	

## OVERTIME.

## 4. Overtime shall be paid for as follows:—

- (a) Within the hours provided in clause 3 in excess of 44 hours in any week—time and a half.  
 (b) Outside the hours provided in clause 3—time and a half for the first two hours and double time thereafter.

## HOLIDAYS.

5. Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day.

## SPECIAL RATES.

6. Double time shall be the special 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, and Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup 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.

## TERMINATION OF EMPLOYMENT.

7. 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. In lieu of such notice one week's wages shall be paid or forfeited, as the case may be.

## SICK PAY.

8. (a) Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than 12 months' continuous service and he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof, 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 eighteen days, 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 15th February, 1944, shall be disregarded.

## ANNUAL HOLIDAYS.

9. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111.

## PAY DAY.

10. Employees shall be paid on a day not later than Thursday in each week.

## POSTING OF DETERMINATION.

11. A copy of this Determination shall be posted in a conspicuous place at or near the entrance of each floor in a building if any employees are employed on such floor at any work covered by this Determination.

## REST PERIOD.

12. An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

## MEAL ALLOWANCE.

13. Any employee who is required to work overtime for one hour or more on any day shall receive a meal allowance of two shillings for each day he or she is so required to work.

## MIXED FUNCTIONS.

14. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If engaged for less than half of one day or shift, he shall be paid the higher rate for the time so worked.

## 15.

## DEFINITIONS.

Foreman: A person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees.

Headman or Headwoman: A person on a floor who directs other employees in their work and who is held responsible for work done on that floor notwithstanding he or she may be under the orders or takes instructions from the foreman.

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

J. V. WILLOX, Secretary.

Melbourne, 30th April, 1947.