



VICTORIA

## GOVERNMENT GAZETTE.

Published by Authority.

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

No. 469]

THURSDAY, DECEMBER 4.

[1947

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, cowhair, 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 in November, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices.		Improvers and Juvenile Workers.		Other Employees.	
WAGES.		WAGES.		<i>Preparing Body Hair.</i>	
	Per Week. <i>s. d.</i>		Per Week. <i>s. d.</i>	WAGES.	Per Week. <i>s. d.</i>
1st year .. .. .	34 9	1st year .. .. .	34 9	Person in charge of hair-washing machine .. .. .	131 0
2nd .. .. .	43 0	2nd .. .. .	51 6	Persons engaged on hair-washing machines .. .. .	124 0
3rd .. .. .	51 6	3rd .. .. .	86 0	Persons engaged on hair-drying machines .. .. .	124 0
4th .. .. .	62 0	4th .. .. .	99 0	Persons who press washed and dried hair into bales .. .. .	124 0
5th .. .. .	86 0			All others .. .. .	120 0
PROPORTION (by any employer).		PROPORTION (by any employer).		<i>Preparing any other kind of Hair.</i>	
One apprentice to every three or fraction of three workers receiving not less than 120s. per week.		One improver to every five workers receiving not less than 120s. per week.		WAGES.	Per Week. <i>s. d.</i>
		<i>Juvenile Workers.</i>		Hand Spinners .. .. .	137 0
		One juvenile worker to every Hand Spinner.		Machine Spinners—	
				1st year .. .. .	127 0
				2nd .. .. .	133 0
				And thereafter .. .. .	137 0
				Drafters .. .. .	137 0
				Wet or dry hacklers .. .. .	137 0
				Teasers and tail pullers .. .. .	124 0
				Dyers or Scalders .. .. .	121 0
				All others .. .. .	120 0

## DEFINITIONS.

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.

## 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 per 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, Melbourne 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 Picnic Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

## ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

## 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 enter 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 alleges that a representative is unduly interfering with his establishment or is creating dissension 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:—

Mixing, spinning, and curling hair with use of power .. .. .	17s. 0 $\frac{1}{2}$ d. per 100 lb.
Hand spinning and/or curling of hair with use of power .. .. .	14s. 8 $\frac{1}{2}$ d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length .. .. .	1s. 2 $\frac{1}{2}$ d. per lb.
"                    "                    "                    under 18 inches in length .. .. .	2s. 5 $\frac{1}{2}$ d. per lb.
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair 18 inches and over in length—clippings not to exceed 3 per cent. .. .. .	1s. 4 $\frac{1}{2}$ d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent. .. .. .	2s. 3 $\frac{1}{2}$ d. per lb.
Wet hackling and drafting cowhair .. .. .	1s. 11d. per lb.
Drafting cowhair (tails) (already wet hackled) .. .. .	1s. 6 $\frac{1}{2}$ d. per lb.
Pulling—taking long count .. .. .	6d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots) .. .. .	24s. 6 $\frac{1}{2}$ d. per 100 lb.
"                    "                    "                    (including mane hair and mane hair knots) .. .. .	30s. 4 $\frac{1}{2}$ d. ..
"                    "                    mane hair .. .. .	48s. 7 $\frac{1}{2}$ d. ..
"                    "                    cowhair (tails) .. .. .	33s. 2 $\frac{1}{2}$ d. ..
Sorting horsehair .. .. .	1s. 5 $\frac{1}{2}$ d. extra.

A pieceworker engaged on wet hackling shall, when called upon to remove hair to and from drying rack, be paid an extra 2s. 8d. 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 set out in Clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 17.

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.

*Basic Wage.*

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. .. .	5 3 0	6 0	5 9 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

17. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the Basic Wage shall be as prescribed in clause 16.

(c) 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 needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 3rd November, 1947.

