



VICTORIA GOVERNMENT GAZETTE.

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No. 59]

MONDAY, FEBRUARY 3.

[1947

Factories and Shops Acts.

DETERMINATION OF THE BAG MAKERS 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 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 as from the beginning of the first pay period to commence on or after the 1st December, 1946, 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. Commencing Age.							Wages—Per Week of 44 Hours 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>		<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	28 6	33 6	39 9	62 3	81 6	100 3	1st 6 months ..	28 3	33 3	39 6	46 9	51 3	58 0
2nd 6 months	33 6	39 9	62 3	81 6	100 3	..	2nd 6 months ..	33 3	39 6	46 9	51 3	58 0	..
2nd year ..	39 9	62 3	81 6	100 3	..	..	2nd year ..	39 6	46 9	51 3	58 0	..	..
3rd year ..	62 3	81 6	100 3	..	..	..	3rd year ..	46 9	51 3	58 0	..	..	..
4th year ..	81 6	100 3	..	..	..	..	4th year ..	51 3	58 0	..	..	..	..
5th year ..	100 3	..	..	..	..	..	5th year ..	58 0	..	..	..	..	..
PROPORTION: <i>Males.</i>							PROPORTION. <i>Female Improvers.</i>						
One male improver to every three or fraction of three male workers receiving not less than 120s. per week of 44 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 71s. 6d. per week of 44 hours.						
..							JUVENILE WORKERS.						
..							Two juvenile workers to every six or fraction of six female workers receiving not less than 71s. 6d. 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	120	0
Repairers by hand	120	0
Repairers by machine	120	0
<i>Females.</i>		
Bag-making machinist	72	3
Repairers by hand	80	0
Repairers by machine	80	0
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—		
1st 3 months	56	6
2nd 3 months	62	3
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—		
1st 3 months	56	6
All others	71	6

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

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, Boxing Day, and Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder). Provided that Melbourne Cup Day may be substituted for King's Birthday at the election of the employer.
- Provided further, that in any industry or establishment in which a Picnic Day is observed for the majority of the employees on a working day, such day shall be regarded as the holiday in lieu of the above-mentioned Picnic Day.
- (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 HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

9. (a) No deduction shall be made from the wages of any employee who has had not less than six 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 44½ 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)	11d. "	
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)	11d. "	
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 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 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.

Basic Wage.

Place.	Needs Basic Wage (adjustable).		Loading Constant.	Total Basic Wage.		Index Number Set Assigned.
	£	s. d.		£	s. d.	
Throughout the State	5	0 0	6	0	5 6 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, 1947, 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, 20th December, 1946.



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No. 60]

MONDAY, FEBRUARY 3.

[1947

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

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 in 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 appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of hardware—wholesale or retail"—but not including:—

- (a) persons employed in assembling ordered goods kept in a bulk store or iron yard;
- (b) persons employed as storemen, packers, or sorters—

has made the following Determination, namely:—

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

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)		Other Employees. (The Masculine to include the Feminine.)		Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.		WAGES.		Per week of 46 hours.	Per week of 46 hours.
Per week of 46 hours.		Per week of 46 hours.		£ s. d.	£ s. d.
s. d.		s. d.			
Under 16 years of age	20 6	Departmental managers, or branch managers, having under their control—			
16 years of age	27 0	5 or more salesmen, 23 years of age or over		7 15 0	7 10 9
17 "	34 9	4 salesmen " "		7 8 3	7 4 6
18 "	45 9	3 salesmen " "		7 0 6	6 16 9
19 "	58 9	2 salesmen " "		6 14 6	6 10 3
20 "	77 0	1 salesman " "		6 11 3	6 7 3
		Other Branch Managers		6 11 3	6 7 3
		Outside salesmen—			
		21 years of age		5 16 0	5 13 6
		22 "		6 4 6	6 2 0
		23 " and over		6 15 0	6 12 0
		Salesmen or Buyers:—			
		21 years of age		5 6 0	5 3 6
		22 "		5 14 6	5 12 0
		23 " and over		6 5 0	6 2 0
		Assemblers of Ordered Goods:—			
		21 years of age		5 6 0	5 3 6
		22 "		5 9 6	5 9 6
		23 " and over		5 18 0	5 18 0

PROPORTION (in any shop or place).

One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage.

- One improver to one worker
- Two improvers to two, three or four workers
- Three improvers to five, six or seven workers
- Four improvers to eight workers
- Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers

Receiving not less than the rates fixed for assemblers of ordered goods 23 years of age and over.

NOTE.—See Clause 19 re Definitions.

3. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the usual Half Holiday	8 a.m.	12.45 p.m.
On all the other working days of the week	8 a.m.	6 p.m.

4. * OVERTIME.

Within the times fixed for beginning and ending work in excess of 46 hours } Time and a half, with a minimum payment of 1s. per hour.

* NOTE.—Section 117 (2) Act 3877 provides that:—Any person may, if notice in writing has previously been sent to the chief inspector, be employed in any shop or at any work in connexion with a shop for any time not exceeding three hours in any one day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connexion with a shop any such person is so employed shall not exceed twenty-five.

MEAL MONEY.

5. Where overtime, as in the preceding clause, is performed on any day in the week, an allowance of 2s. 6d. shall be made for meal money, and shall be paid on the day when such work is performed.

SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day and on Cup Day (Metropolitan District only), or after 12.30 p.m. on Show Day (in localities mentioned in the Twelfth Schedule to the *Public Service Act 1928*), but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable only for work done on the day so substituted.

TIME RATE.

7. 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 23 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 23 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

8. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

PAY DAY.

9. All wages, overtime, &c., shall be paid not later than Thursday of each week.

NOTICE TO WORK OVERTIME.

10. At least 24 hours' notice shall be given when overtime is required to be worked.

NOTICE OF INTENTION TO RATION.

11. Where an employer owing to slackness of trade desires to ration his employees, he shall give seven days' notice to each employee of his intention to ration such employee.

ANNUAL HOLIDAY.

12. 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.)

SICK LEAVE.

13. (a) Any employee not attending for duty who has had not less than twelve months' service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his 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) 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 without deduction of pay.

MEAL INTERVALS.

14. Not less than one hour shall be given for a meal, between the hours of 12 noon and 3 p.m.

NOTE.—Section 117 (3) of the *Factories and Shops Act 1928* (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

BICYCLE ALLOWANCE.

15. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 6d. per day or part thereof for each day on which he is so required to use such bicycle, shall be paid by the employer.

GARMENT ALLOWANCE.

16. Any employee who is required to wear, when at work, a washable outer garment, dust coat, or overall, shall be paid 2s. 6d. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

REFERENCE.

17. On an employee being dismissed or leaving his employment he shall be entitled to a reference showing his period of service and qualifications.

TIME AND WAGES RECORDS.

18. Time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to, each employee, shall be kept by his employer and completed weekly.

DEFINITIONS.

19. "Departmental manager" shall mean a person having the control of one or more salesmen, 23 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean and include a person for the time being entrusted with the control or superintendence of a shop or of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said shop or branch shop.

"Outside salesman" shall mean an employee who for at least half the working hours in any week solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

"Assembler" shall mean an employee 21 years of age or over who is engaged in assembling goods for order and despatch from salesmen's and/or travellers' lists or invoices.

PERIODICAL ADJUSTMENT OF WAGES.

20. 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 21.

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.

Basic Wage.

Place.	Needs Basic Wage. (Adjustable)	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria. 	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

21. (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, 1947, the amounts of the Basic Wage shall be as prescribed in clause 20.

(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.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 16th December, 1946.

