



VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

DETERMINATION OF THE MANUFACTURING CHEMISTS 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 or rates which may be paid to any persons employed in the trade of—

(a) a wholesale or a manufacturing chemist;

(b) manufacturing toilet preparations, perfumery, essences, essential oils, food preservatives, branding fluids, deodorants, disinfectants, fungicides, insecticides, vermin destroyers, weed destroyers,"

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, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

	Apprentices.						Improvers.																			
	Males.			Females.			Males.			Females.																
	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.	Adjust- able Weekly Rate.	War Loading Non- adjust- able.	Total Weekly Wage.														
	<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 year	30	0	0	9	30	9	30	9	0	9	30	9	31	9	0	9	32	6	27	3	0	6	27	9		
2nd "	38	6	0	9	39	3	33	6	0	9	34	3	16	years	31	9	0	9	32	6	27	3	0	6	27	9
3rd "	49	3	1	0	50	3	38	6	0	9	39	3	16	years	38	6	0	9	39	3	30	0	0	9	30	9
4th "	59	9	1	3	61	0	49	0	1	0	50	0	17	"	51	6	1	0	52	6	33	6	0	9	34	3
5th "	71	0	1	6	72	6	60	0	1	3	61	3	18	"	70	0	1	6	71	6	39	6	0	9	40	3
													19	"	86	6	1	9	88	3	48	0	1	0	49	0
													20	"	108	6	2	3	110	9	60	0	1	3	61	3

NUMBER (in any place).

Apprentices.

One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.

Male Improvers.

One male improver to every three or fraction of three male workers receiving 139s. per week.

Female Improvers.

One female improver to every two or fraction of two female workers receiving 82s. 6d. per week.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

OTHER EMPLOYEES.	Per Week of 40 Hours.		
	Adjustable Weekly Rate.	War Loading Non-adjustable.	Total Weekly Wage.
<i>Males.</i>			
(a) Employees in Warehouses.			
Foreman of any Department in which six or more workers are employed	187 0	3 0	170 0
Foreman of any Department in which three to five workers are employed	158 0	3 0	161 0
First Assistant i.e. a person in a Department who is required to keep official records and in addition is required to weigh, measure, check, wrap or label drugs	156 0	3 0	159 0
Drug Department employee engaged in weighing, measuring, checking, wrapping and/or labelling under supervision	149 0	3 0	152 0
Drug Department employee who is required only to weigh and/or measure under supervision	143 0	3 0	146 0
Salesman in any Department under supervision	140 6	3 0	143 6
All others	136 0	3 0	139 0
(b) Employees (other than in Warehouses).			
(i) In Alkaloid Extraction Department.			
Foreman in charge of one or more persons	169 0	3 0	172 0
First assistant	151 0	3 0	154 0
Second assistant	145 0	3 0	148 0
(ii) In Alkaloid Refining Department.			
Person in charge of refining operations and records	159 0	3 0	162 0
Refinery operator purifying alkaloids	151 0	3 0	154 0
Refinery operator (other)	145 0	3 0	148 0
(iii) In Other Places.			
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of six or more workers	167 0	3 0	170 0
Foreman capable of manufacturing from given formulae, under supervision, and who is in charge of one to five workers	158 0	3 0	161 0
First Assistant where five or more workers are employed	150 0	3 0	153 0
Ether Stillman	148 0	3 0	151 0
Assistant engaged in any of the following processes under supervision :—			
(a) Manufacturing Galenical or Chemical Compounds, Pills, Tablets, Toilet Preparations and Perfumery	143 0	3 0	146 0
(b) Granulating			
(c) Pill and Tablet Coating			
All others	136 0	3 0	139 0
<i>Females.</i>			
Alkaloid Refining Department.			
Person in charge of refining operations and records	131 0	3 0	134 0
Person filling and wrapping	106 3	2 3	108 6
Other Places.			
Forewomen in charge of one to five workers	102 6	2 3	104 9
Forewoman in charge of six or more workers	106 6	2 3	108 9
Other adults	80 9	1 9	82 6

3. **TIMES OF BEGINNING AND ENDING WORK :—**
 Times of Beginning. Times of Ending.
 7.30 a.m. .. 1 p.m. .. on the day the half-holiday is usually observed.
 7.30 a.m. .. 6 p.m. .. on the other working days of the week.

OVERTIME.

4. (a) The following rates shall be paid for all work done :—
 Outside the times of beginning and ending work in any one day } Time and a half for the first three
 Within the times of beginning and ending work, in excess of 40 hours in any week } hours and double time thereafter.
 (b) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

MEAL MONEY.

5. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid a meal money allowance of 2s. 6d.
 Provided that when any employee is notified the previous day of the intention to work overtime and overtime is not worked he shall be entitled to the appropriate meal allowance as herein provided.

TERMS OF EMPLOYMENT.

6. (a) All employees shall be engaged by the week, and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid or forfeited, as the case may be. Such notice shall be given at the end of a working week, but an employee may be dismissed summarily 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. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinafter mentioned and except absence without deduction of pay in accordance with clause 9.
 (b) Notwithstanding the provisions of sub-clause (a) hereof the employer may deduct payment for any time during which the employee cannot be usefully employed because of any strike, or any other cause for which the employer cannot reasonably be held responsible; but any such employee shall be entitled to payment for any of the holidays named in clause 7 which occur during such period.
 (c) Where an employee is stood down under the provisions of sub-clause (b) hereof, the time lost to the employee shall not affect the continuity of employment.

HOLIDAYS.

7. All employees shall be entitled to the twelve holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day, Labor Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, provided that any employee absenting himself or herself from work without reasonable excuse or without permission of the employer for any portion of the working day proceeding or following a holiday provided for in this clause, shall not be entitled to payment for such holiday.

ANNUAL HOLIDAY.

8. (a) 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.

(b) In addition to the annual holidays prescribed in sub-clause (a) hereof, seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of annual holidays prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

SICKNESS, ACCIDENTS.

9. (a) Any employee not attending duty shall lose his or her pay for the actual time of non-attendance unless such employee has had not less than three months service with the same employer and he or she produces or forwards within 24 hours of the beginning of his or her absence evidence (which may be in the form of a statutory declaration) satisfactory to the management that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill health sufficient to incapacitate him or her for his or her usual work.

An employee shall not be entitled to payment for non-attendance on the ground of accident or ill health for more than 40 hours of working time in each year.

For the purposes of this clause a year shall mean a period of twelve months commencing on the 1st day of June in each year.

(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 120 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 1st March, 1946, shall be disregarded.

DEFINITION OF FOREMAN.

10. Where three or more adults are employed in any department of a warehouse, one shall be deemed to be a foreman and entitled to the rate prescribed for such a foreman.

MEAL INTERVAL.

11. No employee shall be required to work for a longer period than five hours without an interval of at least half an hour for a meal.

SPECIAL RATES.

12. All work done on Sundays, New Year's Day, Australia Day, Easter Monday, Good Friday, Labour Day, King's Birthday, 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 days so substituted.

SHIFT WORK.

13. By mutual agreement between an employer and his employees shifts may be worked subject to the following conditions:—

- (a) The rates of pay for shift workers shall be:—
 - (i) On afternoon shift, 7½ per cent. in excess of ordinary rates.
 - (ii) On night shift, 10 per cent. in excess of ordinary rates.
- (b) Overtime shall be paid at the rate of time and a half for all time worked in excess of 8 hours per shift in any week in which six or more shifts are worked and in excess of 8 hours 48 minutes per shift in any week in which less than six shifts are worked.
- (c) Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.
- (d) For the purposes of this clause "afternoon shift" means any shift finishing after 6 p.m. and at or before midnight and "night shift" means any shift worked wholly or partly between midnight and 7.30 a.m.

PROTECTIVE CLOTHING.

14. (a) Waterproof boots and protective clothing shall be provided by the employer when employees are required to work in wet places.

(b) Not more than two sets of overalls or other protective clothing per year shall be supplied by the employer, when necessary, free of cost to the employee.

RIGHT OF ENTRY OF UNION OFFICIAL.

15. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes 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 disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males 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 of 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.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 14 0	6 0	6 0 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, 1949, 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, 17th November, 1948.