



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 44]

MONDAY, FEBRUARY 2.

[1948

Factories and Shops Acts.

DETERMINATION OF THE BOTTLE COVERS 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 person or persons or classes of persons employed in the trade of making bottle covers of straw" has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence on or after the 1st January, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

| Improvers* (Male or Female). | | | | Other Employees. | | | |
|------------------------------|----|----|--------------|-----------------------------|----|----|--------------|
| Wages per Week of 40 Hours. | | | | Wages per Week of 40 Hours. | | | |
| | | | <i>s. d.</i> | | | | <i>s. d.</i> |
| Under 17 years of age | .. | .. | 38 3 | Male adults | .. | .. | 122 0 |
| 17 years of age | .. | .. | 49 3 | Female adults— | | | |
| 18 years of age | .. | .. | 66 0 | Under six weeks' experience | .. | .. | 97 6 |
| 19 years of age | .. | .. | 76 6 | Thereafter | .. | .. | 109 9 |
| 20 years of age | .. | .. | 87 6 | | | | |

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every adult male worker.

* The Board has determined, in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no apprentice shall work in the trade.

BUILDING OF STACKS.

3. An employee shall receive, in addition to the wage prescribed above, 1s. per day for each day on which he is engaged in supervising the building and/or thatching of stacks.

TIME OF BEGINNING AND ENDING WORK.

| Time of Beginning. | Time of Ending. |
|----------------------|---|
| 4. 7.30 a.m. | .. 12 noon on Saturday. |
| 7.30 a.m. | .. 5.30 p.m. on the other working days of the week. |

OVERTIME.

5. For work done outside the hours specified in clause 4 } Time and a half for the
For work done within the hours specified in clause 4 but in excess of 40 hours in any week .. } first four hours and
double time thereafter.

SPECIAL RATES.

6. (a) *Weekly Employees*:—Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, Kyneton Cup Day (only within the Shire of Kyneton), and Ballarat Cup Day (only within the Shires of Ballarat, Creswick, Bungaree, and Lexton), but if any other day be by Act of Parliament or Proclamation substituted for any of the abovementioned holidays, the special rate shall only be payable for work done on the day so substituted.

(b) *Piece-workers*:—Ordinary piece-work prices with the addition of one day's pay at ordinary weekly employees' rates shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, Kyneton Cup Day (only within the Shire of Kyneton), and Ballarat Cup Day (only within the Shires of Ballarat, Creswick, Bungaree, and Lexton), but if any other day be by Act of Parliament or Proclamation substituted for any of the abovementioned holidays, the special rate shall only be payable for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

7. (a) *Weekly Employees*.—All weekly 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, Melbourne Cup Day, Christmas Day, Boxing Day, Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Orders in Council thereunder, and within the Shire of Keilor), Kyneton Cup Day (only within the Shire of Kyneton), and Ballarat Cup Day (only within the Shires of Ballarat, Creswick, Bungaree, and Lexton).

(b) Piece-workers.—All piece-workers shall be entitled to the same holidays as are granted to weekly employees, and they shall be paid for such holidays the amount for each holiday based on weekly wages as set out in this Determination.

(c) Any employee absent from his or her employment without reasonable cause on the day before or the day after a public holiday shall not be entitled to payment for such holiday.

REST PERIOD.

8. Every employee employed on time wages shall be allowed, each morning and afternoon, an interval of ten minutes for rest, such interval to count as time worked.

ORDINARY WEEK'S WORK.

9. The number of hours to constitute an ordinary week's work shall be forty.

TERMS OF ENGAGEMENT.

10. (a) Employees are to be engaged as weekly 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, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited as the case may be.

(c) 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.

(d) Provided that an employer may deduct payment for any day upon which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty 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 piece-workers shall be paid at the same rate as weekly employees 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 proscribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be accumulative 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 without deduction of pay.

ANNUAL HOLIDAY.

12. The annual holiday shall be as proscribed 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.)

BOILING WATER.

13. Employers shall provide boiling water for the use of employees.

FIRST-AID OUTFIT.

14. Employers shall provide and continuously maintain at a place reasonably accessible to all employees an efficient first-aid outfit.

PIECE WORK.

15. (a) The lowest piece-work price to be paid for the making of bottle covers of straw shall be at the rate of 7s. per thousand covers, provided that to the weekly earnings of each piece-worker shall be added the sum of twelve shillings. Where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of twelve shillings shall be added in lieu thereof.

(b) Provided further that the weekly earnings of piece-workers shall be increased by 10 per cent.

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 proscribed by Clause 17. Provided that the wages of female adults of under six weeks' experience shall be 80 per cent. and thereafter 90 per cent. of the adult male rate and the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, such rates to be calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

The piece-work prices shall at the same time be increased or decreased in the same proportion as weekly rates for the same class of work.

Basic Wage.

| Place. | Needs Basic Wage (Adjustable). | | | Loading Constant. | | Total Basic Wage. | | | Index Number Set Assigned. |
|----------------------|--------------------------------|----|----|-------------------|----|-------------------|----|----|----------------------------|
| | £ | s. | d. | £ | 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 proscribed 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, 14th November, 1947.