



# VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

## DETERMINATION OF THE TENNIS STRINGS 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 rate which may be paid to any person or persons or classes of persons employed in the process, trade, or business of making strings for tennis rackets, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 3rd March, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYERS.
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.		Wages per Week of 40 Hours.
Age.	Males.	Females.	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Males.</i>
Under 17 years . . . . .	47 9	47 9	47 9	47 9	
17 years and under 18 years . . . . .	64 3	56 3	64 3	56 3	
18 " " 19 " . . . . .	80 6	64 9			
19 " " 20 " . . . . .	96 9	72 6			
20 " " 21 " . . . . .	112 0	80 6			
PROPORTION (IN ANY PLACE).			Definition of Juvenile Workers.		
<i>Apprentices.</i>			Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—		
One apprentice to every three or fraction of three workers receiving not less than 146s. per week of 40 hours.			(a) picking out or selecting.		
<i>Improvers (Males).</i>			(b) making in the raw state.		
Four improvers to each male worker receiving not less than 146s. per week of 40 hours.			(c) twisting in the dry state.		
<i>Females.</i>			PROPORTION (IN ANY PLACE).		
Two improvers to each female worker receiving not less than 91s. per week of 40 hours.			<i>Males.</i>		
			Six juvenile workers to each worker receiving not less than 146s. per week of 40 hours.		Employees splitting, scraping and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes . . . . . 155 0
			<i>Females.</i>		All others . . . . . 146 0
			Three juvenile workers to each worker receiving not less than 91s. per week of 40 hours.		All adults . . . . . 91 0

## ORDINARY WEEK'S WORK.

3. Forty hours shall constitute an ordinary week's work which may be worked in five or five and a half days as follows:—

On the day on which the half holiday is usually observed .. .. .	Between 7.15 a.m. and 12 noon.
On all other working days of the week .. .. .	Between 7.15 a.m. and 5.30 p.m.

## OVERTIME.

That the following rates shall be paid for all work done:—

4. (a) Outside the hours fixed in clause 3 .. .. . Time and a half. Excepting after 12 noon on the day on which the half-holiday is usually observed when the rate shall be double time.
- (b) Within the hours fixed in clause 3 in excess of either—  
 (1) The number of hours fixed as a day's work; or  
 (2) The number of hours fixed as a week's work } Time and a half.
- (c) An employer may require any employee to work reasonable overtime at overtime rates and the employee shall work overtime in accordance with such requirement.

## MEAL INTERVAL.

5. That a meal interval of at least half an hour shall be allowed to employees between the hours of 12 noon and 2 p.m.

## SMOKO INTERVAL.

6. Employees shall be allowed 15 minutes smoko each forenoon and afternoon without deduction of pay.

## PAYMENT FOR HOLIDAYS.

7. All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Butchers' Picnic Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

## SPECIAL RATES.

8. Double time shall be the rate to be paid for all work done on Sunday, New Year's Day, Butchers' Picnic Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Melbourne Cup Day, 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, then the special rate shall be payable only for the day so substituted.

## SICK LEAVE.

9. (a) An employee, provided he has had at least three months' continuous service with the same employer, shall lose his pay for the actual time of such non-attendance unless he produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to his employer that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence,

(b) Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or ill-health or both for more than forty hours of working time in each year of employment.

(c) Notwithstanding the provisions of sub-clause (b) 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 eighty 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.

For the purposes of this sub-clause service prior to 18th May, 1945, shall be disregarded.

## ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 511, 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.)

## NOTICE OF INTENTION TO WORK OVERTIME.

11. (a) In every case where practicable an employer shall give twenty-four hours' notice to each employee of his intention to work such employee overtime. In each case where such notice has not been given and the employee is required to work overtime, he or she shall receive Two shillings as tea money in addition to any other special payments provided.

(b) In every case where an employee has been notified that he or she is required to work overtime and attends for that purpose but is not required, he or she shall be paid Two shillings tea money, except where the failure to find employment is due to the accidental breakdown of necessary machinery.

## NOTICE OF TERMINATION OF EMPLOYMENT.

12. All employment shall be on a weekly basis and shall be terminated only by a week's notice on either side, and such notice may be given at any time during the week. In lieu of such week's notice the employer may pay a week's wages and/or the employee leaving his or her employment without giving notice shall forfeit a week's wages which may be deducted from any wages due. This shall not affect the right of the employer to dismiss any employee for malingering, inefficiency, neglect of duty, or misconduct, in which case wages shall be paid up to the time of dismissal only;

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.

## TERMS OF EMPLOYMENT.

13. Where the employer terminates the employment of an employee, for reasons other than misconduct, within two weeks prior to a day or days on which a holiday or holidays occur, and such employee is re-engaged within a period of two weeks immediately after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least two months prior to the termination of employment.

## WATERPROOF CLOTHING

14. When an employee is called upon to work in a wet department he shall be provided by the employer with a waterproof apron and waterproof covering for his legs and when using dyes or acids injurious to the skin shall be provided with rubber gloves.

## DISINFECTANT TO BE SUPPLIED.

15. The employer shall provide ample quantities of hot water, soap and disinfectant for the use of employees.

## RIGHT OF ENTRY.

16. A duly accredited representative of the Australasian Meat Industry Employees' Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions :—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer ;
- (b) That he interviews employees only at the place where they are taking their meal ;
- (c) That not more than one representative visit the premises at any one time ;
- (d) That not more than one representative visits the same premises more than once in a week ; and
- (e) That if any employer alleges that a representative is unduly interfering with his business 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 the right of entry but the representative shall have the right to bring such refusal to the Wages Board.

## PERIODICAL ADJUSTMENT OF WAGES.

17. 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 in clause 18. Provided that the wages of apprentices, improvers, juvenile workers 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.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 5 7 0	s. d. 6 0	£ s. d. 5 13 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

18. (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 May, 1948, the amounts of the Basic Wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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 February, 1948.

