



# VICTORIA GOVERNMENT GAZETTE.

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**[1948**

Factories and Shops Acts.

## DETERMINATION OF THE MARINE STORES 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 of payment which may be paid to any person or persons or classes of persons employed either inside or outside a factory in the process, trade, or business of a marine store dealer or a dealer in old metals or bottles” has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence on or after the 9th February, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### 2. WAGES PER WEEK OF 40 HOURS.

The rates prescribed in columns lettered “A” are payable until the beginning of the first pay period to commence in May, 1948; thereafter the rates prescribed in columns lettered “B” are payable.

Apprentices or Improvers.	A.	B.	Adults.	A.	B.
	A.	B.		A.	B.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
Under 17 years of age .. .. .	2 6 6	2 7 0	Leading hand .. .. .	6 14 0	6 16 0
17 years and under 18 years of age .. .. .	2 18 6	2 19 6	Bottle washer—machine or hand .. .. .	6 11 0	6 13 0
18 years and under 19 years of age .. .. .	3 11 6	3 12 6	Yardman or general hand .. .. .	6 11 0	6 13 0
19 years and under 20 years of age .. .. .	3 16 6	3 17 6	All other adult employees .. .. .	6 11 0	6 13 0
20 years and under 21 years of age .. .. .	4 16 0	4 17 6			

### PROPORTION.

The maximum number of apprentices and/or improvers to be employed shall be one apprentice or improver to every three adults receiving the minimum rate of wage prescribed by this Determination for 40 hours per week.

In the above amounts a special war allowance of 3s. per week is included in each.

### CASUAL EMPLOYMENT.

3. A casual employee shall mean and be deemed to be an employee engaged for a less period than a week. Such casual employee shall be paid 2s. per day in addition to the ordinary day's pay.

### HOURS.

4. Each employee shall have a fixed starting and finishing time, alterable at seven days' notice. The ordinary hours of labour for all employees shall be 40 hours per week; on Monday to Friday inclusive, 8 hours per day exclusive of meal hours. The said hours shall be worked between 7 a.m. and 6 p.m.

### OVERTIME SUNDAY AND HOLIDAY RATES.

5. (a) All work performed in excess of 8 hours on any one day Monday to Friday inclusive and all work performed on Saturday shall be overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) All work performed on Sunday shall be paid for at the rate of double time.

(c) When an employee works on a holiday he shall be paid ordinary rates in addition to the ordinary rates prescribed for such holidays in clause 7 of this Determination.

### TERMS OF EMPLOYMENT.

6. All employees (other than those provided for in clause 3) shall be engaged by the week, and shall be paid on the Thursday or Friday in each week. 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 by the employer or forfeited by the employee. Such notice shall be given at the end of a working week.

### HOLIDAYS.

7. An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination the word “holiday” means the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, Boxing Day, Show Day, Cup Day, Picnic Day, and also other public Government gazetted holidays observed as such generally by the mercantile community.

**ANNUAL LEAVE.**

8. Annual leave of three weeks additional to the public holidays prescribed by clause 7 of this Determination shall be granted within two months of becoming due: Provided that such leave may be observed between the months of May to October inclusive. A *pro rata* leave of absence shall be granted to any employee who has worked for one month or more and such *pro rata* leave shall be taken between the months of May and October inclusive. For an employee continuing in the service of his employer, such leave must be taken annually thereafter. Fourteen days' notice of annual leave shall be given by the employer and such leave shall commence as from the ordinary starting time on Monday morning. Annual or *pro rata* annual leave must not be exchanged for payment except when employment is terminated. If the employment is terminated annual leave or *pro rata* annual leave shall be adjusted immediately.

In the case of employment being terminated the period expressed between the months of May and October shall not have application: Provided that from the first day of January, 1948, annual leave, when taken, shall be of three weeks duration and *pro rata* annual leave shall be based on three weeks according to the period worked by the employee from the commencement of his employment.

**SICK LEAVE.**

9. Employees who have 12 months' service or more at the 9th February, 1948, shall be entitled to 40 working hours for sick leave and shall have sick leave of 40 working hours for each subsequent 12 months' service. Employees who have completed less than 12 months' service shall be entitled to sick leave of 10 working hours for each completed three months of service: Provided that after 12 months' service such employee shall be entitled to 40 working hours' sick leave and thereafter 40 working hours' sick leave for each subsequent 12 months of service. Within 18 working hours of the commencement of such absence satisfactory evidence must be submitted by the employee that same is caused by personal ill-health. Should the employer require a doctor's certificate, the employer shall defray the cost of same if payment is involved for such certificate, but such payment shall not exceed an amount of ten shillings and sixpence.

Provided that to the extent sick leave is not used in any one year, equivalent payment shall be paid to the employee concerned.

**DINING ROOMS AND SHOWERS.**

10. Each employer shall provide adequate dining rooms and hot and cold water showers when practicable.

**PIECE-WORK OR CONTRACT WORK.**

11. When any bottle washing is let out by contract, the employer shall stipulate to the contractor that he shall pay the minimum rates of wages and observe the hours prescribed by this Determination.

**PROTECTIVE CLOTHING AND BOOTS.**

12. (a) Where an employee is called to work on bottle washing-machines, he shall be provided with waterproof apron and clogs free during the time he shall be called upon to perform such duties.

(b) Where an employee is called upon to work with acid he shall be provided with a pair of rubber gloves and working among broken glass he shall be provided with a pair of leather gloves.

(c) If required to work in rain each employee shall be supplied with adequate protective clothing while so employed.

**UNION OFFICIALS.**

13. An official of the Federated Liquor and Allied Trades Employees Union of Australia authorized by the Secretary in writing and who has first reported to the employer or his representative in responsible charge at the place of employment may interview members of such organization working there, provided that he does not thereby interfere with the work of the employees during actual working hours or enter any part of the business premises whereto the employer or his representative may reasonably refuse permission.

**DEFINITIONS.**

14. (a) "Foreman" shall mean and be deemed to be a person who is responsible for other employees' work, and has the power to engage or dismiss an employee, subject to the approval of the employer.

(b) "Leading Hand" is an employee who exercises supervision over the work of other employees.

**EXHIBITION OF DETERMINATION.**

15. This Determination shall be exhibited in a conspicuous place by each employer on his premises.

**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 by the same amount and at the same time as such basic wage as prescribed in clause 17.

**Basic Wage.**

Place.	Needs Basic Wage (Adjustable)	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Victoria .. .. .	£ s. d. 5 9 0	s. d. 6 0	£ s. d. 5 15 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 August, 1948, the amount 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 an August, a November, a February, or a May, 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.

(d) The wages rates for apprentices and improvers set out in clause 2 shall be adjusted proportionately to the rise or fall of the amount prescribed for employees classified as "All other adult employees" in clause 2.

A. V. BAKES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 24th March, 1948.