



VICTORIA
GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

DETERMINATION OF THE TEA PACKING 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 (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling”, has made the following Determination, namely:—

That on the 12th August, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

APPRENTICES OR IMPROVERS.			ADULTS.	
—	Males.	Females.	Males.	
	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>	Per Week. <i>s. d.</i>	
14 years	27 0	..	Foreman	159 0
15 years	34 9	36 9	Headman	150 9
16 years	40 9	40 9	All other adult males	141 6
17 years	51 9	40 0	<i>Females.</i>	
18 years	64 9	58 6	Headwoman	110 0
19 years	72 6	64 6	All other adult females	96 3
20 years	94 3	74 0		

PROPORTION (within any factory or place).

Apprentices.
One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 14s. 6d. per week.
One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 9s. 3d. per week.

Improvers.
One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 14s. 6d. per week
One female improver to every three or fraction of three female workers receiving not less than 9s. 3d. per week.

HOURS OF WORK.

3. The number of hours to constitute an ordinary week's work shall be 40.

TIME OF BEGINNING AND ENDING WORK.

4. Time of Beginning. Time of Ending.
7.30 a.m. 12 noon on Saturdays.
7.30 a.m. 5.30 p.m. on each of the other five working days of the week.

OVERTIME.

5. Overtime shall be paid for as follows:—

(a) Within the hours provided in clause 4 in excess of the number of hours fixed for an ordinary week's work—time and a half.

(b) Outside the hours provided in clause 4—time and a half for the first two hours and double time thereafter.

HOLIDAYS.

6. Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day.

SPECIAL RATES.

7. Double time shall be the special rate 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, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup 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.

TERMINATION OF EMPLOYMENT.

8. Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker. In lieu of such notice one week's wages shall be paid or forfeited, as the case may be.

SICK PAY.

9. (a) Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than 12 months' continuous service and he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her 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) Notwithstanding the provisions of sub-clause (a) 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 eighteen days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay. For the purposes of this sub-clause service prior to 15th February, 1944, shall be disregarded.

ANNUAL HOLIDAYS.

10. 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.

PAY DAY.

11. Employees shall be paid on a day not later than Thursday in each week and during working hours.

POSTING OF DETERMINATION.

12. A copy of this Determination shall be posted in a conspicuous place at or near the entrance of each floor in a building if any employees are employed on such floor at any work covered by this Determination.

REST PERIOD.

13. An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

MEAL ALLOWANCE.

14. Any employee who is required to work overtime for one hour or more on any day shall receive a meal allowance of two shillings for each day he or she is so required to work.

MIXED FUNCTIONS.

15. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If engaged for less than half of one day or shift, he shall be paid the higher rate for the time so worked.

DEFINITIONS.

16. "Foreman" means a person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees.

"Headman or Headwoman" means a person on a floor who directs other employees in their work and who is held responsible for work done on that floor notwithstanding he or she may be under the orders or take instructions from the foreman.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in clause 2 are based upon the following basic wage, 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 18. Provided that the wages of adult females, apprentices or improvers 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 11 0	s. d. 6 0	£ s. d. 5 17 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 November, 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 November, a February, a May, or an August, 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, 12th August, 1948.