



VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

DETERMINATION OF THE CANTEEN WORKERS 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 which has the power 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 jurisdiction of any Wages Board heretofore appointed) engaged in or in connexion with the supply of goods, food, drink, or meals to workers in manufacturing, trading, or commercial undertakings", has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 10th September, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. **WAGES.**
(a) **Improvers.***

Male.				Female.			
£ s. d.				£ s. d.			
Under 16 years	..	..	1 12 9	Under 16 years	..	..	1 12 9
16 and under 17 years	..	..	2 6 0	16 and under 17 years	..	..	2 9 6
17 and under 18 years	..	..	3 2 9	17 and under 18 years	..	..	2 17 9
18 and under 19 years	..	..	3 19 0	18 and under 19 years	..	..	3 2 0
19 and under 20 years	..	..	4 18 9	19 and under 20 years	..	..	3 14 3
20 and under 21 years	..	..	5 18 6	20 and under 21 years	..	..	3 18 6

Proportion:—One improver to every three or fraction of three workers receiving not less than the minimum wage.

* The Board has determined that no apprentice shall be taken to the trade.

(b) **Adults.**

				Male.	Female.
				£ s. d.	£ s. d.
Cook (Grade 1)	..	..	..	7 18 6	5 19 0
Cook (Grade 2)	..	..	..	6 18 6	4 12 9
Cook working alone	..	..	..	7 3 6	5 1 6
Supervisor	..	..	..	..	4 12 9
Attendant	..	..	..	6 10 0	4 2 0

HOURS FOR A WEEK'S WORK.

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

TIMES OF BEGINNING AND ENDING WORK.

4. Times of beginning and ending work shall be within the hours prescribed by any Award, Determination or Agreement covering the majority of employees in the industry.

OVERTIME.

5. All times worked in excess of those prescribed by Clause 3 of this Determination shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

TERMS OF EMPLOYMENT.

6. (a) Employees (other than casuals) shall be engaged by the week and paid by the week.
 (b) Weekly employees to be entitled to a full week's wage shall be available, ready, and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected.
 (c) The provisions of sub-clauses (a) and (b) hereof shall not apply if there is a stoppage of work for which the employer cannot reasonably be held responsible through any strike, breakdown of machinery or other cause, proof of which shall be on the employer.
 (d) (i) Except in the case of misconduct by either employer or employee, weekly employees to terminate employment shall be entitled to or shall give one week's notice, or in lieu thereof, one week's wages shall be paid or forfeited, as the case may be.
 (ii) This shall not effect the right of the employer to dismiss any employee without notice for malingering, inefficiency or neglect of duty, and in such cases wages shall be paid up to time of dismissal only.
 (iii) If employment is terminated through any cause all monies due to the employee shall be paid on the day of termination.

CASUAL EMPLOYEES.

7. Casual employees, i.e., employees engaged by the hour shall, in the case of females, be paid 2s 3d. per hour with a minimum of four hours each day up to a maximum of twenty hours per week, and for each hour thereafter in excess of twenty hours, at the rate of 2s. 3d. per hour, but not so as to exceed an ordinary week's wage.

MEAL BREAK.

8. A break of not less than half an hour and not more than one hour shall be allowed each day or shift for a meal which shall be provided free of cost to the employee.

ANNUAL HOLIDAYS.

9. 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.

SICK LEAVE.

10. Employees (including casuals) shall be entitled to sick leave to the extent as provided by any Award, Determination or Agreement for the general body of employees in the industry in connexion with which they are employed, at the rate of wage they would have received had they been working.
 Provided that the sick leave shall not exceed 40 hours of working time in any year.

UNIFORMS.

11. Uniforms shall be supplied free of cost to the employee.

GENERAL CONDITIONS.

12. Employees shall be entitled to the same conditions as regards—

Public Holidays,
 Special Rates for Sundays and Holidays,
 Right of Entry of Union Officials,
 Time and Wages Book, and
 Shift Work,

as those provided by any Award, Determination or Agreement for the general body of employees in the industry in connexion with which they are employed.

DEFINITIONS.

13. "Cook (Grade 1)" means a cook who is in charge of one or more cooks, and substantially directs operations in the kitchen.

"Cook (Grade 2)" means a cook working under the supervision of a cook (Grade 1).

"Cook working alone" means a cook working without other cooks, and substantially in charge of kitchen operations.

"Supervisor" means a female employee who supervises the work of other employees.

"Attendant" means an employee (whether male or female) who, except otherwise defined, is engaged in or in connexion with the supply of goods, food, drinks or meals in canteens to workers employed in manufacturing, trading or commercial undertakings.

PERIODICAL ADJUSTMENT OF WAGES.

14. 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 by Clause 15. Provided that the wages of adult females and improvers shall be adjusted proportionately to adjustments of the needs basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 11 0	6 0	5 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

15 (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 14.

(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, 26th August, 1948.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.