

DEPARTMENT OF LABOUR.

DETERMINATION OF THE SUGAR REFINERS BOARD.

Attention is drawn to the fact that notice of appeal to the Industrial Appeals Court has been lodged against the Determination made by the Sugar Refiners Board on the 1st September, 1948.

Section 22 (2) of the *Factories and Shops Act* 1941 (No. 4874) provides that, when an appeal is made in accordance with that Act, the Determination appealed against shall not come into operation until the appeal has been dealt with by the Court.

W. L. HARRINGTON,
for Secretary for Labour

9586/48.

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
<i>Adult Males.</i>				
Raw Sugar Store—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Men unstoring	129 0	11 0	5 0	145 0
Men cutting in	130 0	11 0	5 0	146 0
Elevator attendant	128 0	11 0	5 0	144 0
Wash tank hands	123 0	11 0	5 0	139 0
Wash tank hands—assistants	122 0	11 0	5 0	138 0
Riggers	130 0	11 0	5 0	146 0
Melting House—				
Washing fugalmen	128 6	11 0	5 0	144 6
Melter attendant	123 0	11 0	5 0	139 0
Mixer	123 0	11 0	5 0	139 0
Carbonation House—				
Men on liquor filter presses	124 0	11 0	5 0	140 0
Men on mud	124 0	11 0	5 0	140 0
Leading hand	136 0	11 0	5 0	152 0
Men on gas tank	126 0	11 0	5 0	142 0
Men on crushing and stacking lime	123 0	11 0	5 0	139 0
Men on washing and checking filterpress sheets	123 0	11 0	5 0	139 0
Char End—				
Kiln repairers	123 0	11 0	5 0	139 0
Kiln firemen	131 0	11 0	5 0	147 0
Wet charmen	131 0	11 0	5 0	147 0
Char runners	131 0	11 0	5 0	147 0
Pan Floor—				
First sugar boilers	149 0	11 0	5 0	165 0
Second sugar boilers	140 0	11 0	5 0	156 0
Pan attendant, attending triple effect	123 0	11 0	5 0	139 0
Refined sugar fugalmen	128 6	11 0	5 0	144 6
Refined sugar fugalmen—Leading hands	138 6	11 0	5 0	154 6
Jelly House—				
Leading hand	133 6	11 0	5 0	149 6
Jelly fugalmen	123 0	11 0	5 0	139 0
Refined Sugar Store—				
Receiving at truck yard (leading hands)	133 0	11 0	5 0	149 0
Iceing mill attendant	123 0	11 0	5 0	139 0
Driers (leading hand)	133 0	11 0	5 0	149 0
Driers (others)	123 0	11 0	5 0	139 0
Automatic scale attendant	128 0	11 0	5 0	144 0
Leading hand packing floor	133 0	11 0	5 0	149 0
Hand packing sugar	123 0	11 0	5 0	139 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk)	123 0	11 0	5 0	139 0
Golden syrup and treacle mixer	126 0	11 0	5 0	142 0
Liquor runners	131 0	11 0	5 0	147 0
Liquor runners—assistants	123 0	11 0	5 0	139 0
Distillery—				
Stillman	142 0	11 0	5 0	158 0
Mashman	129 0	11 0	5 0	145 0
Spirit and Methylating Rooms—				
Leading hand	144 6	11 0	5 0	160 6
Assistants	128 6	11 0	5 0	144 6
Leading hand cleaning gang	133 0	11 0	5 0	149 0
Unstoring and/or loading bales for shipment	134 0	11 0	5 0	150 0
All others	120 0	11 0	5 0	136 0
Adult females	67 6	5 3	3 0	75 9

SHIFT WORKERS (OTHER THAN CONTINUOUS SHIFT WORKERS).

4. The ordinary working hours of shift workers shall be as follows:—

Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, and Thursday.

Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

DAY WORKERS.

5. Between 7.30 a.m. and 4.30 p.m., with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal.

CONTINUOUS SHIFT WORKERS

6. For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption.

(a) The ordinary working hours of employees on continuous work shifts shall not exceed an average of 40 per week spread over a period of 1, 2, 3 or 4 weeks to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall:—

- (i) provide for rotation unless all the employees concerned desire otherwise;
- (ii) provide for not more than eight shifts to be worked in any nine consecutive days; and
- (iii) not be changed until after four weeks' notice.

(c) For all time of duty outside the limits of the ordinary hours prescribed in clause (a) hereof, an employee on continuous work shifts shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

(d) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

(The provisions of clause 6 shall apply only to persons employed at the distillery of the Colonial Sugar Refining Co. Ltd. at Yarraville.)

TERMS OF ENGAGEMENT.

7. (a) Employees are to be engaged as weekly or casual 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 and willing to perform such work as may be lawfully and reasonably required by the employer during the days and hours usually worked by such class of employee, provided that an employer may deduct payment for any day during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery or any other cause for which the employer cannot reasonably be held responsible.

(d) "Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of two (2) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis. The provisions of this sub-clause shall not apply to a casual worker storing raw sugar.

EXTRA RATES AND ALLOWANCES.

8. In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

(i) Any employee who works on shift shall be paid an additional allowance of 1s. 3d. per shift.

(ii) Day workers, as defined in clause 5 hereof, required to work a night shift or night shifts shall be paid ordinary rates plus 3s. 6d. per shift.

(iii) Employees classified as "All others," who are directed to enter and clean tanks, viz.:—Carbonation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers, crystallizers, char dust towers and gibb driers shall receive an additional 9d. for each hour or part of an hour spent in such work.

(iv) Employees in the raw sugar store whilst engaged unstoring, cutting in, facing and/or turning bags shall be paid as special allowances the rate per week set out hereunder:—

Men unstoring	4s. per week
Men cutting in, facing and/or turning bags	5s. per week

The allowances prescribed in this sub-clause are granted in consideration of and cover all disabilities associated with the handling of damaged or sweated sugar from time to time.

DEFINITION OF JUVENILE WORKERS.

9. Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

OVERTIME (other than continuous Shift Workers).

10. All work done in excess of eight hours in any one day or in excess of 40 hours in any one week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

In computing overtime under this clause, each day's work shall stand alone.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

LATE ATTENDANCE.

11. Any employee arriving late to work shall have a deduction made of a quarter of an hour's pay for each quarter of an hour or portion thereof that he is late.

ANNUAL HOLIDAY.

12. 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.

(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 9s., plus postage.)

SICK PAY.

13. Any employee with not less than six months' service who does not attend for duty by reason of personal ill-health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.

An employee shall not be entitled to any allowance on this ground for more than five days (the equivalent of 40 hours' pay) in each calendar year, but sick leave allowable under this clause may accumulate subject to continuous employment for a total of three years (the equivalent of 120 hours' pay).

No payment shall be made to employees on discharge or resignation in respect of accumulated sick leave.

Personal ill-health does not include ill-health which is the result of an accident or ill-health the result of misconduct.

MEAL ALLOWANCE.

14. Employees required to work a minimum of two hours' overtime shall be entitled to 2s. tea money unless notified the previous day that they will be required to work overtime. If after having been notified accordingly and their services for overtime are not required the allowance of 2s. for tea money shall be payable.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS (OTHER THAN CONTINUOUS SHIFT WORKERS).

15. (a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of double time; 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) Employees (other than casual employees and continuous shift workers) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

PAYMENT OF WAGES.

16. Wages shall be payable weekly and not later than Thursday of each week. On pay day the finishing whistle shall be sounded five minutes earlier than the usual finishing time.

PIECEWORK.

17. The Board determines, under the provisions of section 150 of the *Factories and Shops Act* 1928 (No. 3677), that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates set out in clauses 2 and 3 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 19.

Provided that the rates of adult females and all juniors, male and female, shall be adjusted proportionately to the alteration in the basic wage for male adults.

BASIC WAGE.

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.

19. (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 18.

(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, 1st September, 1948.