



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE FUR TRADE 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 was appointed to determine the lowest prices or rates which may be paid for wholly or partly preparing or manufacturing from furred or haired skins, articles such as coats, jackets, capes, scaris, collars, cuffs, neckwear, muffis, rugs or mats, has made the following Determination, namely:—

1. That as from the 1st March, 1949, the last previous Determination of the Board shall be revoked and replaced by this Determination.

(a) APPRENTICES AND IMPROVERS.

2.

RATES PER WEEK OF 40 HOURS.

Experience.	Males.	Females.	Females commencing at the Trade between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	1 6 0	1 19 0	3 2 0
2nd six months	1 11 0	2 4 0	3 9 0
3rd six months	1 16 6	2 8 6	3 18 0
4th six months	2 1 0	2 15 0	4 7 0
5th six months	2 14 6	3 2 0	..
6th six months	3 4 0	3 9 0	..
7th six months	4 10 0	3 18 0	..
8th six months	5 5 0	4 7 0	..
9th six months	5 18 0	..	..
10th six months	6 2 6	..	..

and thereafter the minimum wage or piecework price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

										Wages Per Week.
										£ s. d.
JOURNEYMEN.										
(a) Cutters	..	..	..	..	..	..	..	..	..	8 16 0
(b) Nailers or blockers	..	..	..	..	..	..	..	..	..	7 9 0
(c) All others	..	..	..	..	..	..	..	..	..	6 6 0
JOURNEYWOMEN.										
(d) Machinists	..	..	..	..	..	..	..	..	..	5 7 0
(e) Finishers	..	..	..	..	..	..	..	..	..	5 7 0
(f) Table hands	..	..	..	..	..	..	..	..	..	5 7 0
(g) All others	..	..	..	..	..	..	..	..	..	4 14 6

NOTE.—Industry loadings of 5s. in classifications (a) to (c) inclusive and 3s. 9d. in classifications (d) to (g) inclusive are included in the above rates and shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday or other penalty rates.

4. DEFINITIONS AND CLASSIFICATION OF EMPLOYEES.

A journeyman is a male person other than an apprentice { (i) Who has served the term of experience prescribed by this Determination; or

A journeywoman is a female person other than an apprentice or improver { (ii) Who has attained the age of 21 years; or
(iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piecework.

An outdoor worker is any male or female who is engaged as an outdoor worker in accordance with the provisions of clause 15 hereof.

5. HOURS OF EMPLOYMENT.

Forty hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

6. OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

(1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 2s. 6d. meal money when such overtime exceeds 60 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half, and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(2) Pieceworkers shall be paid (in addition to the ordinary piecework prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 80, and shall also be paid 2s. 6d. meal money when such overtime exceeds 60 minutes on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked, for all work done on Saturdays pieceworkers shall be paid (in addition to the ordinary piecework prices for work done) such sum per hour as is equivalent to the weekly wage divided by 80, and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(e) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

7.

MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.

(b) No work shall be performed during such meal time.

8.

TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

(a) The task rate in respect of all garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(b) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata*, plus 10 per cent.

(c) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.

Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.

- (e) A copy of all task rate schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (f) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

9.

HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piecework or task work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day, or New Year's Day should fall on a Saturday or Sunday, and is not observed on any other day then an employee shall, notwithstanding that it is a non-working day, be paid for each such day on the following basis :—

- (i) If a weekly wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;
- (ii) If a piece or task worker, one fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday and who in accordance with the provisions of clause 10 of this Determination has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piecework prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

10.

ANNUAL HOLIDAY.

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.

11.

SICK PAY.

(1) When an employee has been employed by an employer during a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of his employment with such employer forty hours' ordinary pay.

(2) (a) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours of the commencement of such absence.

(b) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In any case where the period of seven days referred to in placita (b) and (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (a) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) If an employee be not entitled to receive in any one year the whole or part of forty hours ordinary pay on account of sickness or accident the whole or part of such pay to which he is not so entitled in such year shall accumulate from year to year up to, but not exceeding three years by or in such accumulation 120 hours' ordinary pay as sick pay.

(4) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(5) Notwithstanding anything in this clause contained an employee shall not be entitled to more than forty hours' ordinary pay as sick pay in respect of any one period of twelve months.

(6) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment :—

I hereby certify that was employed by me from to and that during such period of employment he/she received payment for hours on account of sickness,

The inclusive dates of the last absence as above were from to

Signature.

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(7) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the afore-mentioned certificate to such employer.

For the purposes of this clause:—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he received for the normal weekly numbers of hours worked by him and in the case of a piece, task, or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and corporations covered by the said Determination irrespective of the gender used.

"Service" means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

12.

DINING ACCOMMODATION.

(a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent at 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employees for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Union from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labor to keep such room clean.

13.

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer, upon the date of such termination, shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days on which he or she is out of employment by reason of such breakdown or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—

(i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs and such employee is re-employed within a period of one month after such holiday 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 one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs, and such employee is re-engaged within a period of one month or normal business is resumed within such period of one month after such holiday 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 one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 10 hereof.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

14.

PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piece work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the first day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

15.

OUTSIDE WORKERS.

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

- (c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—
 - (i) is in necessitous circumstances;
 - (ii) cannot for some sufficient reason seek employment in a factory or workshop;
 - (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
 - (iv) will not as a result of the issue thereof be the holder of current outside workers' licences relating to more than one employer.
- (d) The Secretary for Labour may at any time in his discretion cancel such licence—
 - (i) at the request of the holder;
 - (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
 - (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.
- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
 - (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside workers' licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife;
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
 - (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book;
 - (vi) shall pay him for annual leave in accordance with the provisions of clause 10 hereof.
- (g) Any such record book so kept shall be open for inspection during business hours by (i) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trades Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

16.

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book:—

- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wage received each week, by each employee;
- (ii) shall be kept correctly entered up in ink; and
- (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

(2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time book, or sheet, or record. Such time book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period, the employees may leave their seats, but not the premises.

(e) *Authorized Person May Enter Factory.*—

(i) Any person or persons duly authorized, in writing, by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring or has occurred.

(ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons, and shall provide access to the wages book, or time sheet, or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

(iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) *Union Official Visiting Employer's Establishment.*—(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal time for the purpose of:—

(i) collecting members' contributions;

(ii) posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination.

(2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(3) For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

17.

PIECEWORK.

PIECEWORK.—(a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices or juveniles.

18.

PERIODICAL ADJUSTMENT OF WAGES.

The wages rates set out in clause 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 the rates for adult males shall be automatically adjusted as prescribed in clause 19.

Basic Wage.

Place.	Industry Needs Basic Wage (Adjustable).	Constant Loading (Non- Adjustable).	Industry Loading (Non- Adjustable).	Special Loading (Non- Adjustable).	Total Male Minimum Rate.	Index Number Set Assigned.
Throughout the State ..	£ s. d. 5 14 0	£ s. d. 0 5 0	£ s. d. 0 5 0	£ s. d. 0 2 0	£ s. d. 6 6 0	Six Capital Cities. (Weighted Average).

19.

ADJUSTMENT OF BASIC WAGE.

(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, 1949, 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 May, or a November, 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 for the six months ending March or September next, preceding the half year for which the adjustment is made 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) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) Adult females rates (other than those provided for in sub-clause (d) hereof) shall be adjusted at the same time as adjustments may be made to adult male rates as prescribed in sub-clause (c) hereof, by increasing or decreasing the said female rates by 75 per cent. of the amount by which the rate in this Determination prescribed for the lowest paid adult male worker is increased or decreased.

20.

APPRENTICES OR IMPROVERS.

The minimum rates of wages to be paid to apprentices and improvers shall be as follows :—

(i) Males—

Experience.										Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).
										%
1st six months	..	..	..	..	..	..	..	..	..	23
2nd six months	..	..	..	..	..	..	..	..	..	27
3rd six months	..	..	..	..	..	..	..	..	..	32
4th six months	..	..	..	..	..	..	..	..	..	36
5th six months	..	..	..	..	..	..	..	..	..	48
6th six months	..	..	..	..	..	..	..	..	..	56
7th six months	..	..	..	..	..	..	..	..	..	79
8th six months	..	..	..	..	..	..	..	..	..	92
9th six months	..	..	..	..	..	..	..	..	..	104
10th six months	..	..	..	..	..	..	..	..	..	108

and thereafter at least the minimum weekly wage or piecework rate.

(ii) Females—

Experience.										Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
										%	s. d.
1st six months	..	..	..	..	..	..	..	..	..	30	5 0
2nd six months	..	..	..	..	..	..	..	..	..	34	5 0
3rd six months	..	..	..	..	..	..	..	..	..	38	5 0
4th six months	..	..	..	..	..	..	..	..	..	44	5 0
5th six months	..	..	..	..	..	..	..	..	..	50	5 0
6th six months	..	..	..	..	..	..	..	..	..	56	5 0
7th six months	..	..	..	..	..	..	..	..	..	64	5 0
8th six months	..	..	..	..	..	..	..	..	..	72	5 0

and thereafter at least the minimum weekly wage or piece work rate.

(iii) Female improvers who have attained the age of 18 years, but who are under the age of 21 years.

Experience.										Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
										%	s. d.
1st six months	..	..	..	..	..	..	..	..	..	50	5 0
2nd six months	..	..	..	..	..	..	..	..	..	56	5 0
3rd six months	..	..	..	..	..	..	..	..	..	64	5 0
4th six months	.....	..	..	..	..	..	..	..	..	72	5 0

and thereafter at least the minimum weekly wage or piece work rate.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th March, 1949.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, APRIL 11.

[1949

Factories and Shops Acts.

DETERMINATION OF THE HEADWEAR AND STRAW HAT 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 classes of persons employed in the trade of—

(a) making males' or females' hats (including straw hats), caps, or bonnets;

(b) trimming females' hats (including straw hats), caps, or bonnets—

but not including persons engaged in any work subject to the jurisdiction of the Felt Hatters Board or of the Knitting Trade Board has made the following Determination, namely:—

1. That as from the 1st March, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(a) WAGES.

2.

APPRENTICES OR IMPROVERS.

Experience.	Males.	Females.	Female Improvers commencing at the Trade between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	1 6 0	1 19 0	3 2 0
2nd six months	1 11 0	2 4 0	3 9 0
3rd six months	1 16 6	2 8 6	3 18 0
4th six months	2 1 0	2 15 0	4 7 0
5th six months	2 14 6	3 2 0	..
6th six months	3 4 0	3 9 0	..
7th six months	4 10 0	3 18 0	..
8th six months	5 5 0	4 7 0	..
9th six months	5 18 0	..	..
10th six months	6 2 0	..	..

and thereafter the minimum weekly wage or piece-work price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages Per Week.
	£ s. d.
<i>Journeymen.</i>	
(a) Cutters employed marking-in or cutting out articles of headwear	8 12 0
(b) Hand or machine blockers or stiffeners employed blocking articles of headwear by hand or machine or stiffening articles of headwear	7 19 0
(c) Helmet makers employed making, shaping, blocking, and stiffening helmets	7 19 0
(d) Pressers employed pressing off articles of headwear	7 9 0
(e) All others	6 6 0
<i>Journeywomen.</i>	
(f) Machinists employed machining any part of articles of headwear	5 4 6
(g) Milliners, table hands or finishers	5 2 6
(h) Adornment workers, employed making any part of an article of adornment which shall include badges, crowns, stars, ornament or insignias of office	5 2 6
(i) Hand sewers of buttons	4 17 0
(j) All others	4 14 6

NOTE.—Industry loadings of 5s. in classifications (a) to (e) inclusive and 3s. 9d. in classifications (f) to (j) inclusive are included in the above rates and shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday or other penalty rates.

4.

DEFINITIONS.

A *journeyman* is a male person other than an apprentice or improver { (i) Who has served the term of experience prescribed by this Determination; or
(ii) Who has attained the age of 21 years; or
(iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

A *journeywoman* is a female person other than an apprentice or improver

An *outside worker* is any male or female who is engaged as an outside worker in accordance with the provisions of Clause 14 hereof.

5.

HOURS OF EMPLOYMENT.

Forty hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m. on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

6.

OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—

(i) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 2s. 6d. meal money when such overtime exceeds 60 minutes on week-days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(ii) Piece-workers shall be paid (in addition to the ordinary piece-work prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80, and shall also be paid 2s. 6d. meal money when such overtime exceeds 60 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five-day week is worked, for all work done on Saturdays piece-workers shall be paid (in addition to the ordinary piece-work prices for work done) such sum per hour as is equivalent to the weekly wage divided by 80, and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed on overtime.

(e) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

7.

MIDDAY MEAL.

- (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than 30 minutes be fixed.
- (b) No work shall be performed during such meal time.

8.

TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed :—

- (a) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following :—
- (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (b) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (c) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
- (d) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (e) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (f) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a combination has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

9.

HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day or New Year's Day, should fall on a Saturday or Sunday, and is not observed on any other day then an employee shall, notwithstanding that it is a non-working day be paid for each such day on the following basis :—

- (i) If a weekly wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;
- (ii) If a piece or task worker, one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday and who in accordance with the provisions of clause 10 of this Determination has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

10.

ANNUAL HOLIDAY.

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.

11.

SICK PAY.

(1) When an employee has been employed by an employer during a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of his employment with such employer forty hours ordinary pay.

(2) (a) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours of the commencement of such absence.

(b) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be *prima facie* evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In any case where the period of seven days referred to in placita (b) and (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (a) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) If an employee be not entitled to receive in any one year the whole or part of forty hours ordinary pay on account of sickness or accident the whole or part of such pay to which he is not so entitled in such year shall accumulate from year to year up to, but not exceeding three years by or in such accumulation 120 hours ordinary pay as sick pay.

(4) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause⁶ (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(5) Notwithstanding anything in this clause contained an employee shall not be entitled to more than forty hours ordinary pay as sick pay in respect of any one period of twelve months.

(6) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

I hereby certify that.....was employed by me from.....to.....and that during such period of employment he/she received for.....hours on account of sickness.

The inclusive dates of the last absence as above were from.....to.....

Signature.

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(7) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the afore-mentioned certificate to such employer.

For the purposes of this clause:—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and corporations covered by the said Determination irrespective of the gender used.

"Service" means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

12.

DINING ACCOMMODATION.

(a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent at 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employees for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Union from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences

(d) The employer shall provide the necessary labor to keep such room clean.

13.

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(i) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(ii) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (iii) of this clause, be stood off for part of a day without being paid for a whole day.

(iii) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(iv) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such break-down or stoppage.

(e) Terminating Employment in Relation to a Holiday.—

- (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, 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 one week prior to the termination of the employment.

Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

- (ii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (i) hereof be deemed to be a group of holidays.

- (iii) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, 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 one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 10 hereof.

(f) Employees Absenting Themselves.—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

13A.

PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piece work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the first day of May, 1944 shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

14.

OUTSIDE WORKERS.

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
- (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
 - (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
 - (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.
- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.

(f) An employer by whom work is given to an outside worker shall—

- (i) not cause or permit him to do any part of such work in any workshop or factory;
- (ii) pay him the piecework prices prescribed by this Determination;
- (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
- (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
- (v) obtain the signature of the outside worker to each entry in such book.
- (vi) shall pay him for annual leave in accordance with the provisions of Clause 10 hereof.

(g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and or collecting the work of any outside worker the same shall be done without charge to such outside worker.

15.

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—1. The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book :—

- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee ;
- (ii) shall be kept correctly entered up in ink ; and
- (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

2. The employer shall provide in each factory, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—1. Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

2. A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(e) *Authorized person may enter factory :—*

- (i) Any person or persons duly authorized in writing by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop or place where it is believed that a breach of this Determination is occurring or has occurred.
- (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outside workers. The work and duties of the employee shall be interfered with as little as possible by the authorized person or persons.
- (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) *Union Official Visiting Employer's Establishment.*—The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time the factory or workshop during the mid-day meal time for the purpose of—

- (i) Collecting members' contributions;
- (ii) Posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination

Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

16.

PIECEWORK.

(a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeymen, improvers, or apprentices.

(b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer shall be paid in each week:—In the case of males not less than the "all others" rate; and in the case of journeymen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

- (i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.
- (ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the prices.

(d) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(e) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

17.

PERIODICAL ADJUSTMENT OF WAGES.

The wages rates set out in clause 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 the rates for adult males shall be automatically adjusted as prescribed in clause 18.

Basic Wage.

Place.	Industry Needs Basic Wage (Adjustable).	Constant Loading (Non-Adjustable).	Industry Loading (Non-Adjustable).	Special Loading (Non-Adjustable).	Total Male Minimum Rate.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 14 0	£ s. d. 0 5 0	£ s. d. 0 5 0	£ s. d. 0 2 0	£ s. d. 6 6 0	Six Capital Cities (Weighted Average)

18.

ADJUSTMENT OF BASIC WAGE.

(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, 1949, 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 or a November, 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 for the six months ending March or September next, preceding the half year for which the adjustment is made 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) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) Adult females rates (other than those provided for in sub-clause (d) hereof) shall be adjusted at the same time as adjustments may be made to adult male rates as prescribed in sub-clause (c) hereof, by increasing or decreasing the said female rates by 75 per cent. of the amount by which the rate in this Determination prescribed for the lowest paid adult male worker is increased or decreased.

19.

APPRENTICES OR IMPROVERS.

The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(a) Males—

Experience.										Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).
										%
1st six months	..	..	..	..	..	..	..	..	..	23
2nd six months	..	..	..	..	..	..	..	..	..	27
3rd six months	..	..	..	..	..	..	..	..	..	32
4th six months	..	..	..	..	..	..	..	..	..	36
5th six months	..	..	..	..	..	..	..	..	..	48
6th six months	..	..	..	..	..	..	..	..	..	56
7th six months	..	..	..	..	..	..	..	..	..	79
8th six months	..	..	..	..	..	..	..	..	..	92
9th six months	..	..	..	..	..	..	..	..	..	104
10th six months	..	..	..	..	..	..	..	..	..	108

and thereafter at least the minimum weekly wage or piecework rate.

(b) Females—

Experience.										Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
										%	s. d.
1st six months	..	..	..	..	..	..	..	..	..	30	5 0
2nd six months	..	..	..	..	..	..	..	..	..	34	5 0
3rd six months	..	..	..	..	..	..	..	..	..	38	5 0
4th six months	..	..	..	..	..	..	..	..	..	44	5 0
5th six months	..	..	..	..	..	..	..	..	..	50	5 0
6th six months	..	..	..	..	..	..	..	..	..	58	5 0
7th six months	..	..	..	..	..	..	..	..	..	64	5 0
8th six months	..	..	..	..	..	..	..	..	..	72	5 0

and thereafter at least the minimum weekly wage or piecework rate.

(c) Female improvers who have attained the age of 18 years but who are under the age of 21 years.

Experience.										Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
										%	s. d.
1st six months	..	..	..	..	..	..	..	..	..	50	5 0
2nd six months	..	..	..	..	..	..	..	..	..	56	5 0
3rd six months	..	..	..	..	..	..	..	..	..	64	5 0
4th six months	..	..	..	..	..	..	..	..	..	72	5 0

and thereafter at least the minimum weekly wage or piecework rate.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 21st February, 1949.



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MONDAY, APRIL 11.

[1949

Factories and Shops Acts.

DETERMINATION OF THE FRUIT 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 persons or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

(a) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;

(b) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Citrus Fruit Packing Establishment		Other Fruit Packing Establishments.*		Other Employees.	
	Males.	Females.	Males.	Females.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>Males</i>	<i>s. d.</i>
Under 16 years of age ..	44 7	44 7	44 7	44 7	Packers of citrus fruits ..	153 0
16 to 17 years of age ..	54 9	54 9	54 9	54 9	Packers of fruits other than citrus fruits ..	157 0
17 to 18 years of age ..	67 3	61 4	67 3	61 4	Full cool store hands (i.e., persons who are engaged for at least 75 per cent of their time each week in cool-store chambers) ..	157 0
18 to 19 years of age ..	89 7	87 4	89 7	70 9	Persons bringing fruit from and putting fruit into cool-store chambers. ..	151 6
19 to 20 years of age ..	113 4	90 7	113 4	77 9	Case ladders and nailers—machine ..	151 6
20 to 21 years of age ..	134 0	100 1	134 0	86 7	Case ladders and nailers—hand ..	151 6
					Case wirens ..	151 6
					All others ..	149 0
					<i>Females</i>	
					Persons employed in citrus fruit packing establishments ..	113 7
					Packers of fruits other than citrus fruits ..	157 0
					All others ..	100 10

* Provided that any improver engaged in packing fruit shall be paid the adult weekly wage or piecework prices.

Proportion (in any Place).

One improver to every two or fraction of two workers receiving not less than the minimum wage.

NOTE.—The Board determines that no person shall be employed as an apprentice.

No. 306.—2523/49.—PRICE 6D.

PIECEWORK PRICES.

3. The lowest piecework prices payable for the following kinds of work shall be :—

Pears.

	Any Standard Bushel Container.	Keros.	Full Pines.
Bench packing—	<i>d.</i>	<i>d.</i>	<i>d.</i>
Wrapping and packing unsized pears, including lidding	7½	8½	11
Wrapping and packing unsized pears, no lidding	7½	7½	10
Packing unsized naked pears, including lidding	7	7½	9½
Packing unsized naked pears, no lidding	6½	7	9½
Packing pears into market flats, no lidding	7½	..	..
Other packing—			
Wrapping and packing pears off sizing machine, no lidding	5½	5½	7½
Wrapping and packing or packing naked unsized pears, no lidding	5½	6½	8½
Wrapping and packing or packing naked sized pears, no lidding	4½	5½	7½
Wiping—			
Wiping pears by hand	5½	6½	8½
Grading and sizing—			
Grading and sizing into quarters and placing loose in cases, no lidding	4	5½	7
Grading and sizing into two size groups and placing loose in cases, no lidding	4	5½	7
Grading (no sizing) and placing loose in cases, no lidding	4	5½	7

Apples.

	Any Standard Bushel Container.	Keros.	Full Pines.
Bench packing—	<i>d.</i>	<i>d.</i>	<i>d.</i>
Wrapping and packing unsized apples, including lidding	7½	8½	11
Wrapping and packing unsized apples, no lidding	7½	7½	10
Packing unsized naked apples, including lidding	7	7½	9½
Packing unsized naked apples, no lidding	6½	7	9½
Other packing—			
Wrapping and packing apples off sizing machine, no lidding	4½	5½	7½
Wrapping and packing or packing naked sized apples, no lidding	4½	5½	7½
Wrapping and packing or packing naked unsized apples, no lidding	3½	6½	8½
Wiping—			
Wiping apples by hand	4	5½	7
Grading and sizing—			
Grading and sizing into quarters and placing loose in cases, no lidding	4	5½	7
Grading and sizing into two size groups and placing loose in cases, no lidding	4	5½	7
Grading (no sizing) and placing loose in cases, no lidding	4	5½	7

Plums.

	Per Half Case.
Wrapping and packing or packing naked plums, no lidding	<i>d.</i>
Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling	5½
	7½

Peaches, Apricots, and Nectarines.

	Per Case.
Packing naked peaches, apricots, or nectarines—Count 100-140	<i>d.</i>
Packing naked peaches, apricots, or nectarines—Count 150-240	6
Packing naked peaches, apricots, or nectarines—Count 268-320	7½
Unpacked, placed loose in case	10½
	5½

Lemons.

	Per Case.
Packed within 30-mile radius of General Post Office, Melbourne—	<i>d.</i>
Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling	6½
Packing naked lemons into any standard bushel case	5½

Lemons—continued.

						Per 1,000 Lemons.
						s. d.
Packed outside 30-mile radius of General Post Office, Melbourne—						
Wrapping and packing lemons into any standard bushel case	..	..	..	..	..	2 6
Packing naked lemons into any standard bushel case	..	..	..	..	..	1 5

Oranges and Mandarins.

						Per 1,000 Oranges or Mandarins.
						s. d.
Wrapping and packing oranges or mandarins	..	..	..	..	..	2 6
Packing naked oranges or mandarins	..	..	..	..	..	1 5

NOTE.—To the weekly earnings of each pieceworker the sum of 3s. shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

WIRING.

4. Where a pieceworker is called on to wire cases he shall be paid $\frac{1}{2}$ d. per case for all cases wired.

CONDITIONS OF PIECEWORK.

5. (a) All of the rates set out under Bench Packing, Wiping, Grading and Sizing, in clause (3), include bringing the fruit to and taking away from bench, bringing fruit out from and putting fruit into cool stores, branding and/or labelling, attaching, and marking stickers.

(b) Where fruit has been accurately sized into quarters prior to being packed the rates set out for unsized bench packing may be reduced $\frac{1}{2}$ d. per standard bushel container or kero. case, and $\frac{1}{2}$ d. per full pine case. Accurately sized shall mean not more than two sizes in any one container.

(c) No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero. box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

(d) Pieceworkers shall not be entitled to overtime rates for piecework done outside the times of beginning and ending work.

HOURS FOR A WEEK'S WORK.

6. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days Monday to Friday (inclusive) between the hours of 7 a.m. and 5 p.m.

OVERTIME.

7. The following rates shall be paid for work done :—

(a) Outside the times of beginning and ending work as prescribed in clause 6 together with all time worked in excess of eight hours per day within such times—Time and a half for the first four hours and double time thereafter.

(b) On Saturday—

- (i) between 8 a.m. and 12 noon—Time and a half;
(ii) before 8 a.m. and after 12 noon—Double time.

TERMS OF ENGAGEMENT.

8. (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 may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Where an employer is not satisfied as to the reason of an employee, whether a time worker or pieceworker, absents himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than 40 hours of working time in each year whether in the employ of one or several employers.

For the purpose of administering sub-clause (e) hereof, an employer may within two weeks of the employee entering his employment require the employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year, and upon such statement the employer shall be entitled to rely and act.

(f) If the full period of sick leave as prescribed in sub-clause (e) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period of 160 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 12th February, 1948, shall be disregarded.

CASUAL WORK.

9. Casual work, i.e., work for less than two full weeks, shall be paid for at the following rates :—

Adult male employees	..	..	4s. 6d. per hour.
Other employees	..	..	Ordinary wages rate with an addition of thirty-three and one-third per centum.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

10. Pieceworkers shall be paid rate and a half, and all other employees double time for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, 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, the special rate shall only be payable for work done on the days so substituted.

HOLIDAYS.

11. Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piecework shall be granted the following holidays:—Christmas Day, Good Friday and Anzac Day, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

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 9d., plus postage.)

REST PERIOD.

13. A rest period of ten minutes each morning and afternoon shall be given to all employees without any deduction from wages.

TEA MONEY.

14. Any employee called upon to work for more than two hours after the usual knocking off time shall be paid 2s. 6d. tea money in addition to any overtime payment.

TIME BOOK OR OTHER RECORD.

15. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments for the purpose of interviewing employees on legitimate union business on the following conditions:—

- (a) That he produces his authority to the employer or his representative.
- (b) That not more than one representative in all be in any establishment at any one time.
- (c) That no one representative visit an establishment more than once a fortnight.
- (d) That if an employer alleges that a representative is unduly interfering with his establishment 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 before this Wages Board.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.

17. The wages rates for adult males and female packers of fruits other than citrus fruits 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 and the weekly earnings of piece-workers shall be automatically adjusted as prescribed by clause 18. Provided that the wages of adult females (other than packers of fruits other than citrus fruits) and juniors shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest penny, half or less than half of one penny to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable.)	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the area to which this Determination applies ..	5 17 0	6 0	6 3 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, 1949, 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, 10th March, 1949.



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No. 307]

MONDAY, APRIL 11.

[1949

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

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 employed in the process, trade, or business of Cigar Making," has made the following Determination, viz.:—

1. That as from the beginning of the first pay period to commence on or after the 1st February, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Number (in any place).

Making cigars or sorting and packing cigars:—

APPRENTICES.

Experience—

1st year—

1st six months

2nd six months

2nd year

3rd year

4th year

s. d.

*Percentage.

21 0

14

24 4

16½

34 10

23½

52 1

34½

66 0

44

or in lieu of weekly wages the work may be paid at the following piece-work prices:—

Making Cigars.

2nd year

One-third of the piece-work prices.

3rd year

Two-thirds of the piece-work prices.

4th year

Three-quarters of the piece-work prices.

See also

clause 13

sub-clause (m)

Sorting and Packing Cigars.

In Boxes of—

500 cigars. 250 cigars. 100 cigars. 50 cigars. 25 cigars. 10 cigars.

per 1,000. per 1,000. per 1,000. per 1,000. per 1,000. per 1,000.

s. d. s. d. s. d. s. d. s. d. s. d.

1st year 1 1·2 1 1·2 1 1·2 1 4·5 1 7·8 2 2·4

2nd year 1 4·5 1 4·5 1 4·5 1 7·8 2 5·7 2 9

3rd year 1 7·8 1 7·8 1 11·1 2 2·4 3 0·3 3 3·6

4th year 2 2·4 2 2·4 2 5·7 2 9 3 6·9 3 10·2

See also clause 13 sub-clause (m).

IMPROVERS.

s. d.

*Percentage.

18 years

52 1

34½

19 years

72 9

48½

20 years

90 4

60½

APPRENTICES.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.

One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)

IMPROVERS.

One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.

One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—
(a) *Males.*

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	24 4	16½	24 4	16½	27 9	18½	27 9	18½
Turning bunches	24 4	16½	24 4	16½	27 9	18½	27 9	18½
Stripping fillers	24 4	16½	24 4	16½	27 9	18½	31 1	20½

Employed in—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	41 7	27½	45 0	30	61 10	41½	79 10	53½
Turning bunches	41 7	27½	45 0	30	61 10	41½	79 10	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 150s. per week of 40 hours ..	30 9	20½	34 1	22½	41 7	27½	52 6	35	65 7	43½	85 6	57	108 4	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	24 4	26	28 4	30½	32 7	34½	36 7	39
Stripping and booking cigar bunch wrapper leaf	52 9	56½	52 9	56½	52 9	56½	52 9	56½
Ringling cigars	24 4	26	28 4	30½	32 7	34½	36 7	39
Stripping fillers	24 4	26	28 4	30½	32 7	34½	36 7	39
Packing cigars, viz.:—								
Havanette	24 4	26	28 4	30½	32 7	34½	36 7	39
Royal Bengals	24 4	26	28 4	30½	32 7	34½	36 7	39
Bonanzas	24 4	26	28 4	30½	32 7	34½	36 7	39
Gem of East Cigarillos	24 4	26	28 4	30½	32 7	34½	36 7	39
Swiss	24 4	26	28 4	30½	32 7	34½	36 7	39
Cartons or parcels	24 4	26	28 4	30½	32 7	34½	36 7	39
Machine work, viz.:—								
Making bunches	24 4	26	28 4	30½	32 7	34½	36 7	39
Covering cigars	24 4	26	28 4	30½	32 7	34½	36 7	39
Swiss	24 4	26	28 4	30½	32 7	34½	36 7	39
Lucky Hit	24 4	26	28 4	30½	32 7	34½	36 7	39
Havanettes	24 4	26	28 4	30½	32 7	34½	36 7	39
Senoritas	24 4	26	28 4	30½	32 7	34½	36 7	39

Provided that, for the purposes of this Determination experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed In—	Wages per Week of 40 Hours.						Third Year's Experience.	Fourth Year's Experience.
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.				
	s. d.	%	s. d.	%				
Trimming cigar boxes	40 7	43½	48 9	52	Piece-work prices	Piece-work prices		
Stripping and booking cigar bunch wrapper leaf	68 11	73½	73 1	78	Minimum wage	Minimum wage		
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices		
Stripping fillers	"		"		"	"		
Packing cigars, viz.:—								
Havanette	"		"		"	"		
Royal Bengals	"		"		"	"		
Bonanzas	"		"		"	"		
Gem of East Cigarillos	"		"		"	"		
Swiss	"		"		"	"		
Cartons or parcels	"		"		"	"		
Machine work, viz.:—								
Making bunches	"		"		"	"		
Covering cigars	"		"		"	"		
Swiss	"		"		"	"		
Lucky Hit	"		"		"	"		
Havanettes	"		"		"	"		
Senoritas	"		"		"	"		

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%	s. d.	%
Any other class of work for which the rate of wages fixed for adults does not exceed 93s. 9d. per week of 40 hours ..	30 8	32½	38 5	41	46 2	49½	51 7	55	59 1	63	67 9	72½	76 10	82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours. £ s. d.
Strippers and bookers of cigar covering leaf (males)	7 14 5
Strippers and bookers of cigar covering leaf (females)	5 11 9
Strippers and bookers of cigar bunch wrapper leaf (females)	5 1 3
Cigar box makers (males)	7 17 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	4 17 3
Stripping fillers (males)	7 10 0
All others (males)	7 10 0
.. (females) 62½ per cent. of the above rate for "All Others (Males.)"	4 13 9

OVERTIME.

5. (i) Any time wage employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

(ii) Any female piece-work employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the ordinary piece-work rate plus 50 per centum.

(iii) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

TEA MONEY.

6. All employees required to work overtime later than 6 p.m. shall be paid 2s. tea money in addition to overtime rates prescribed in this Determination.

HOLIDAYS.

7. All weekly wage employees shall be granted the following holidays without deduction of pay, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Piece-workers shall be granted the same holidays as are granted to weekly wage employees, and shall be paid for such holidays at their average rate of earnings over the preceding six months on a daily basis.

Provided that an employee who is voluntarily absent on the working day immediately preceding, or the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

SICK LEAVE.

8. (a) Any employee who has had not less than three months' service with the same employer, and who is absent from his or her work by reason of personal ill-health or accident necessitating such absence, shall be entitled to sick leave without deduction of pay subject to the following conditions and limitations:—

- (i) He or she shall not be entitled to paid sick leave for any period in respect of which he is entitled to Workers' Compensation.
- (ii) He or she shall, within twenty-four hours of the commencement of such absence, inform the employer of his or her inability to attend for duty and as far as practicable, state the nature of the illness or injury and the estimated duration of the absence.
- (iii) He or she shall prove to the satisfaction of his or her employer that he or she was unable on account of personal ill-health or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He or she shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Pieceworkers shall be paid at their average rate of earnings over the preceding six months on an hourly basis.

For the purpose of administering paragraph (iv) of this clause an employer may, within one month of this Determination coming into operation, or within two weeks of an employee entering his employment, require the employee to make a sworn declaration or other written statement as to what paid leave of absence he or she has had from any employer during the then current year, and, upon such statement, the employer shall be entitled to rely and act.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed 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 120 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 1st January, 1949, shall be disregarded.

(c) For the purposes of this clause, "year" means the period between the 1st January and the 31st December.

ANNUAL HOLIDAYS.

9. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946—No. 5111*.

FEMALE STRIPPERS AND BOOKERS.

10. (i) Female employees initially engaged as strippers and bookers of cigar covering leaf and female employees not so engaged but who have had in the aggregate four months' experience with the one employer as strippers and bookers of cigar covering leaf, shall for the purposes of the said Determination be grouped as and be deemed to be strippers and bookers of cigar covering leaf (female).

(ii) Female employees initially engaged as strippers and bookers of cigar bunch wrapper leaf shall for such time up to an aggregate of four months as they may be required to work as strippers and bookers of cigar covering leaf be paid the rate applicable to the latter classification, but after that aggregate has been reached, shall come within sub-clause (i) hereof.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE WORKERS' EARNINGS.

11. The wages rates for adult males set out in Clause 4 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 12. Provided that the wages rates of juveniles and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of 1d. to be disregarded.

Piece-workers: The weekly earnings of adult piece-workers, who work on piece-work the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by the same amount and at the same time as the said basic wage.

The weekly earnings of adult piece-workers who work on piece-work less than the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by a proportionate part of the amount of and at the same time as the said basic wage.

The amounts by which the weekly earnings of adult piece-workers who work on piece-work the full working hours as aforesaid, shall be increased until further varied as hereinbefore provided, are as follow:—

									<i>s. d.</i>
Adult Males	..	..	..	..	..	..	..	..	31 0
Adult Females	..	..	..	..	..	..	..	..	19 5

The weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be automatically increased or decreased by the same amount and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The weekly earnings of juvenile piece-workers who work on piece-work less than the full working hours for which the rates of wages prescribed by this Determination are payable shall be automatically increased or decreased by a proportionate part of and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The amounts by which the weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be increased until varied as hereinbefore provided are as follow:—

Age.									<i>s. d.</i>	<i>s. d.</i>
14 ..	..	..	..	..	..	..	..	..	6 6	6 1
15 ..	..	..	..	..	..	..	..	..	6 11	7 6
16 ..	..	..	..	..	..	..	..	..	8 6	9 3
17 ..	..	..	..	..	..	..	..	..	10 10	10 3
18 ..	..	..	..	..	..	..	..	..	13 5	11 7
19 ..	..	..	..	..	..	..	..	..	17 8	13 5
20 ..	..	..	..	..	..	..	..	..	22 5	15 2

Basic Wage.

Place.	Needs Basic Wage. (Adjustable.)	Loading. (Constant.)	Total Basic Wage.	Index Number Set Assigned.
	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	
Throughout the State	5 17 0	6 0	6 3 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

12. (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, 1949, the amounts of the Basic Wage shall be as prescribed in clause 11.

(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.

PIECE-WORK PRICES.

13. That the lowest piece-work prices payable to any person or persons engaged in the following kinds of work shall be:—

(a)

MAKING CIGARS.

HAND WORK.

	Length of Cigars up to and including—	Per 100 Cigars.	
		s.	d.
Extra Magnum	5 $\frac{1}{2}$ inches.	13	8.725
Extra Magnum	5 $\frac{1}{2}$	14	11.025
Consuelo shape	4 $\frac{1}{2}$	12	6.7
Flor de Naves shape	4 $\frac{1}{2}$	11	10.175
Bueno shape	4 $\frac{1}{2}$	10	9.25
Long Bueno	4 $\frac{1}{2}$	11	4.95
Ordinary taper shape	4 $\frac{1}{2}$	10	9.25
Panetelas shape, with point	5	10	0.175
Panetelas shape, with flat tops	5	10	6.775
Southern Cross (no point)	5 $\frac{1}{2}$	6	11.325
Meritas Bueno	4 $\frac{1}{2}$	10	9.8
Meritas Bueno	4 $\frac{1}{2}$	11	4.95
Corona shape	5 $\frac{1}{2}$	14	5.8
Three-quarter Corona shape	5	12	3.675
Half Corona shape	3 $\frac{1}{2}$	9	7.5
Italian shape (no binder)	6 $\frac{1}{2}$	4	3.975
Italian shape, bunch making and rolling	6 $\frac{1}{2}$	5	4.075

(b)

MAKING CIGARS.

HAND WORK—CLEAR HAVANA.

Bouquet Super Finos	4 $\frac{3}{4}$	11	6.050
Castelares	4 $\frac{3}{4}$	11	6.050
Bueno	4 $\frac{1}{2}$	11	2.75
Full Corona	5 $\frac{1}{2}$	15	0.675
Three-quarter Corona	5	12	11.65
Half Corona	3 $\frac{1}{2}$	10	2.375
Petit Duces	3 $\frac{1}{2}$	8	9.325
Maquillas	5 $\frac{1}{2}$	15	0.675
Perlas	3 $\frac{1}{2}$	9	1.175

Sixpence extra per hundred to be paid for every additional quarter of an inch or portion thereof in length of cigars.

NOTE.—For the purpose of this Determination the term "Clear Havana" shall be deemed to mean a cigar made entirely with Havana tobaccos.

(c)

MOULD WORK.

Shape.	Length of Cigars. up to and including—	Dry Work.		Where 10 to 12 Moulds or over are used.		Where 5 to 9 Moulds, inclusive, are used.		Where up to 4 Moulds, inclusive, are used.	
		s.	d.	s.	d.	s.	d.	s.	d.
Flor-de-Naves	4 $\frac{1}{2}$ inches.	6	11.325	7	3.725	8	3.55	8	7.125
Half Corona shape	3 $\frac{1}{2}$	8	0.25	8	3.55	8	7.125	9	3.65
Bueno, straight	4 $\frac{1}{2}$	6	7.75	7	7.75	8	0.25	8	3.55
Bueno, long	4 $\frac{1}{2}$	8	0.25	8	3.55	8	7.125	9	3.65
Bueno, long	5 $\frac{1}{2}$	10	0.175	10	3.475	10	6.775	11	2.75
Bueno, long	6	11	2.75	11	6.05	11	10.175	12	7.25
Monopole Rothschilds	4 $\frac{1}{2}$	6	7.75	6	11.325	7	9.5	8	3.55
Castella Special Tuok	4 $\frac{1}{2}$	8	3.55	8	7.125	8	10.425	9	6.95
Gloria	4 $\frac{1}{2}$	..	..	..	..	10	6.775	11	2.75
Sirdar	4 $\frac{1}{2}$	..	..	..	..	8	10.975	9	6.95
Monopole Bouquet	4 $\frac{1}{2}$	..	..	..	..	8	0.8	8	7.675
Casino C.W.	4 $\frac{1}{2}$	..	..	..	..	8	10.975	9	7.5
Ordinary common straight	3 $\frac{1}{2}$	6	1.15	6	4.45	6	7.75	7	3.725
Ordinary taper	4 $\frac{1}{2}$	6	1.7	6	5	6	8.3	7	3.725
Rheingold	4 $\frac{1}{2}$	6	3.35	6	6.65	6	10.225	7	5.925
Extra taper similar to Hanasa	4 $\frac{1}{2}$	6	1.15	6	4.45	6	7.75	7	3.725
Monopole Minors	3 $\frac{1}{2}$	5	11.225	6	2.8	6	6.1	7	1.525
A 9	4 $\frac{1}{2}$	..	..	7	7.85	8	0.25	8	7.125
5 DP	5 $\frac{1}{2}$	..	..	..	..	10	10.9	11	6.05
5 H	4 $\frac{1}{2}$	..	..	..	..	7	2.075	..	..
7 F and 11 N	4 $\frac{1}{2}$	6	5	6	8.85	7	0.425	7	10.05
14 RT	4 $\frac{1}{2}$	..	..	..	..	..	..	11	2.35
15 FJ	4 $\frac{1}{2}$	..	..	7	2.075	7	5.925	8	1.9

(d)

MANILA WORK.

	Length of Cigars, up to and including—	Per 100 Cigars.
	inches.	s. d.
Cheroots, Cortado Fino—Where not less than four moulds are used	3 $\frac{7}{8}$	4 0·875
Cheroots, Cortado de la Reina—Where not less than four moulds are used	4 $\frac{1}{8}$	4 4·525
Cheroots, Cortado Delicioso—Where not less than four moulds are used	4 $\frac{1}{4}$	5 5·175

MANILA WORK—continued.

	Length of Cigars, up to and including—	Prices per 100 Cigars where the number or Moulds used is—			
		2, 3, or 4.	5 or 6.	7 or 8.	More than 8.
	inches.	s. d.	s. d.	s. d.	s. d.
Perlas	3 $\frac{1}{8}$	8 0·25	7 3·725	6 11·325	6 7·75
Reina Victoria	4 $\frac{1}{4}$	10 0·175	9 3·65	8 10·425	8 7·125
Perfectos (old)	4 $\frac{1}{2}$	10 10·9	10 3·475	10 0·175	9 6·95
Perfectos (new)	4 $\frac{1}{8}$	..	8 10·425	..	..
High Life in the East	4 $\frac{1}{4}$	8 0·25	7 3·725	6 11·325	6 7·75
Londres	4 $\frac{1}{2}$	7 3·725	6 7·75	6 4·45	6 1·15
1A Habano	4 $\frac{1}{4}$	7 9·5	7 2·075	6 10·225	6 5
2A Habano	4 $\frac{1}{2}$	..	..	..	6 2·25
3A Habano	4 $\frac{1}{4}$	..	..	..	5 10·125
4A Habano	4 $\frac{1}{2}$	..	..	..	5 7·375
5A	4 $\frac{1}{4}$	..	6 7·75	..	..

Penal work 11s. 2·2d. per 100 cigars.

To the rates mentioned in sub-clauses (a), (b), (c), and (d) hereof, an additional amount of 1·65d. per 100 cigars shall be added.

Where not otherwise specified, threepence extra per 100 to be paid for every additional quarter of an inch or portion thereof in length of cigars up to 5 inches, and thereafter sixpence for each additional quarter of an inch.

NOTE.—The lowest piece-work price payable to any person engaged covering bunches by hand shall be two-thirds of the piece-work price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piece-work price for making the cigars (mould work).

Extras—	Per 100 Cigars.
	s. d.
For making any cigars covered with Brazil, Havana, or Mexican tobacco	0 6 extra
When the "bunches" are pressed and turned by the cigar maker	0 6 "
For making cigars longer than the mould by not more than one-sixteenth of an inch	0 3 "

NOTE.—For the purpose of this Determination, "Dry Work" means bunches made one day and covered the next, irrespective of the number of moulds used.

No cigar shall be made more than $\frac{1}{8}$ " shorter than the mould.

(e)

SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Hand work	6 2·25	6 9·4	8 6·85	9 2·55
Monopole shape	5 10·4	6 5·55	7 11·7	
Panetelas, block work	5 6·55	6 1·7	7 8·4	
Manila cheroots, hand or paper	5 10·4	6 5·55	..	
Manila cheroots, small block work	5 0·5	5 7·65	..	
Cigars, bundles with two ribbons	6 1·7	6 5·55	..	
Matador block work	5 2·7	5 10·4	..	
Bueno shape, covered with Mexican tobacco	5 4·9	6 0·05	7 6·75	
Other Bueno shape	5 0·5	5 7·65	7 5·1	
Ordinary taper shape	5 0·5	5 7·65	7 5·1	
Extra taper shape, similar to Dona Sol	5 10·4	5 10·4	7 5·1	
Ordinary common straight shape	4 1·5	4 8·65	6 9·4	
"Queen's" tied with one ribbon	5 0·5	9 2·55
"Queen's" tied with two ribbons	5 4·35	..	..
Manila, tied in bundles of ten	4 7	4 7	..	..	..
Manila, flat, tied in bundles of ten	5 4·35	..	..
Manila, long, tied in bundles of ten	5 2·7	..	..
Manila, loose	5 0·5	5 7·65	7 5·1	
Extra, Magnum	7 11·7	8 6·85	10 0·45	
Sirdar	5 10·4	6 5·55	7 11·7	
Monopole Bouquet	5 2·7	5 10·4	..	
Casino C.W.	5 10·4	6 5·55	7 11·7	
Rheingold	5 0·5	5 7·65	7 5·1	
92AA	4 1·5	9 2·55
14RT	6 6·1	7 1·25	9 2·55	
6DP	6 6·1	7 1·25	9 2·55	
Full Corona hand work	7 1·25	7 8·4	9 2·55	

STRIPPING FILLS—*continued*.

(m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this determination are payable shall be increased by the following amounts:—

Age.							Males.		Females.	
							s.	d.	s.	d.
Adults	..	..	..	..	..	..	31	0	19	5
14 years of age	..	..	..	..	..	..	6	6	6	1
15	"	"	..	..	..	..	6	11	7	6
16	"	"	..	..	..	..	8	6	9	3
17	"	"	..	..	..	..	10	10	10	3
18	"	"	..	..	..	..	13	5	11	7
19	"	"	..	..	..	..	17	8	13	5
20	"	"	..	..	..	..	22	5	15	2

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 2nd February, 1949.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, APRIL 11.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GLUE AND GELATINE 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 employed in the trade of manufacturing glue and gelatine" has made the following Determination, namely:—

1. That on the 1st. March, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

ADULT MALES.

	Per Week.
	£ s. d.
<i>Gelatine and Glue.</i>	
1. Men working in raw material stores	7 8 6
2. Men working raw materials cutting machine	7 9 6
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant ..	7 14 6
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants	7 8 6
5. Men working at lime pits	7 14 6
6. Men in charge of and actually operating dollys	7 18 6
7. Men assisting in dolly shed	7 9 6
8. Men in charge of and actually working at boiling pans	7 14 6
9. Men assisting in boiling shed	7 8 6
10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine and/or glue, filters, Sharples, centrifugals, concentrated liquor vats and coolers	7 18 6
11. Men assisting (including emptying coolers)	7 8 6
12. Men operating gelatine and/or glue cutters	7 12 6
13. Men assisting	7 8 6
14. Men in charge of and actually operating Cube Drying Plant	7 16 6
15. Men assisting	7 8 6
16. Men working at other drying plants	7 8 6
17. Men engaged at gelatine and/or glue grinding	7 9 6
18. Men engaged in treating frames	7 8 6
19. Men engaged in assembling and repairing frames	7 8 6
20. Blenders—Gelatine and/or Glue	7 14 6
21. Gelatine and/or Glue Store Hands	7 9 6
22. Men in charge of and actually working at scutching pans, hydraulic presses, grease pans, grease filters and seeding tanks and washing trotter bones	7 14 6
23. Men assisting	7 8 6
24. Men working in Roller driers and associated grinders	7 9 6
25. Men in charge of and actually working at vegetable and prepared glue vats	7 14 6
26. Men assisting and store-hands including calves feet jelly	7 9 6
27. Men operating residue driers	7 16 6
28. Men crushing and/or bagging dried residues	7 9 6
29. Men receiving and passing on bones	7 14 6
30. Men actually operating de-greasing plant	7 18 6
31. Men assisting at de-greasing plant and bone polishing	7 9 6
32. Men engaged in washing and neutralizing vats	7 12 6
33. Men engaged in crushing bone residues	7 9 6
34. Men in charge of and actually operating pearl plant	7 16 6
35. Men assisting	7 8 6
36. Men assisting in laboratory work	7 12 6
37. Men not elsewhere included	6 12 6
38. Men employed actually emptying sewers, settling pits and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	
39. Men engaged skinning settling pits shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work	
40. Men employed cleaning or scraping the inside of booby tanks or digestors shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work	

ADULT MALES—continued.

	Per Week.
	£ s. d.
<i>Agar Agar.</i>	
1. Men in charge of and actually washing raw materials and seaweed	7 14 6
2. Men assisting	7 8 6
3. Men in charge of and actually working at boiling vats	7 14 6
4. Men assisting in boiling shed	7 8 6
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers	7 18 6
6. Men assisting including emptying coolers	7 8 6
7. Men operating agar agar cutters	7 12 6
8. Men assisting	7 8 6
9. Men engaged at agar agar freezing plant	7 12 6
10. Men engaged sawing frozen agar agar	7 9 6
11. Men working at Infra-red drying plant	7 18 6
12. Men working at other drying plants	7 8 6
13. Men engaged at spreading and stripping agar agar	7 8 6
14. Men engaged at agar agar grinding, and milling, store hands	7 9 6
15. Men not elsewhere included	6 12 6
16. Men employed actually emptying sewers, settling pits and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work	

ADULT FEMALES.

	Per Week.
	£ s. d.
Adult female employees—	
after three months' experience in the industry	5 5 3
of less than three months but more than one month's experience in the industry	4 19 3
of less than one month's employment in the industry	4 11 9

JUNIORS.

Males.

Under 16 years of age	2 13 0
16 and under 17 years of age	3 6 0
17 and under 18 years of age	3 19 6
18 and under 19 years of age	4 12 6
19 and under 20 years of age	5 6 0
20 and under 21 years of age	5 19 0

Females.

Under 16 years of age	2 4 9
16 and under 17 years of age	2 17 0
17 and under 18 years of age	3 7 0
18 and under 19 years of age	3 14 6
19 and under 20 years of age	4 4 3
20 and under 21 years of age	4 11 9

Provided that a junior female after three years' experience in the industry shall be paid the full adult rate prescribed in Clause 2.

DEFINITIONS.

3. (a) "Federation" means the Australian Leather and Allied Trades Employees Federation.
- (b) "Double time rates" or "rate of double time" shall mean when applicable to ordinary or shift hours of work on a week-day, holiday or Sunday, the ordinary hour rate payable as part of the weekly wage, and in addition, a rate equal to such ordinary hour rate; when applicable to hours worked outside the ordinary or shift hours on the days mentioned or in excess of 40 hours per week or 160 hours per twenty-eight consecutive days, the terms shall mean twice such ordinary rate.
- (c) "Casual worker" means an employee (other than a regular employee) employed by the day.

CONTRACT OF EMPLOYMENT.

4. (a) Employees other than casual workers shall be employed by the week. To be entitled to the week's pay a regular day employee must be ready, willing and available to work during his ordinary working hours.

In order to terminate the employment, one week's notice shall be given to terminate on any day with payment to day of termination or in lieu of notice one week's pay shall be paid or deducted, unless such dismissal is for wilful failure to attend for duty, malingering, misconduct or neglect of duty. Provided, however, that in the event of a stoppage through breakdown of machinery or any other cause for which the employer cannot be held responsible, the employer may on any day notify any employee that his service shall not be required on the following day or days and the employee's employment shall be temporarily terminated accordingly, and he shall not be entitled to be paid for the time not worked.

(b) To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 10 per cent. higher than those prescribed for similar work. Such an employee shall not be paid for a holiday occurring during any week he is employed.

MIXED FUNCTIONS.

5. Where an employee is engaged on any day on mixed functions or on work carrying a higher rate of pay than his ordinary classification, he shall be paid at the higher rate for the time so worked on such higher classification. If the aggregate hours worked by an employee on such higher classification exceed 16 in the week, he shall be paid at the higher rate for the week.

JUNIOR LABOUR.

6. (a) An employer may employ juniors in any capacity except as hereunder provided that the proportion of juniors to adults employed in any department in the works, except that of laying out and packing gelatine, glue or agar agar, shall not exceed one to two, and provided that the proportion of juniors to adults employed in the whole works with the exception of the department of laying out and packing gelatine, glue or agar agar does not exceed one to three.

(b) Where a junior is engaged he shall, if the employer requires it, furnish a certificate or statutory declaration as to his age, and the employer may rely on such certificate or declaration until, or unless, he has notice of its inaccuracy.

(c) No juniors shall, except where it has been the custom of the employer to so employ them, be employed on any machine.

HOURS OF WORK.

7. The ordinary hours of employment shall be 40 per week. Not more than 8 hours shall be worked in any one day without payment for overtime, between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

MEAL TIMES.

8. (a) The break for midday meals shall be not less than 30 minutes nor more than 45 minutes to be taken between 11.30 a.m. and 1 p.m.
- (b) The starting and finishing times for meals shall not be altered except by agreement between the employer and his employees.
- (c) An employee shall not be compelled to work for more than five and a half hours without a break for a meal.
- (d) For work done during meal hours and thereafter until a meal-hour break is allowed, double time shall be paid.

SHIFT WORK

9. (a) In this clause "first or day shift" means any shift commencing at 6 a.m. or the first shift commencing thereafter.
- (b) The ordinary hours of shift workers shall not exceed 160 hours in 28 consecutive days, provided that no more than 40 hours may be worked in any week without payment for overtime.
- (c) The time of commencing and finishing shift shall be fixed by agreement between the employer and his employees.
- (d) A shift worker shall not be compelled to work for more than five hours without a crib time being allowed.
- (e) Shift workers shall have crib time of twenty minutes without deduction of pay to be taken at a time suitable to the process upon which he is engaged.
- (f) Shift workers on the first or day shift shall be paid at ordinary time rates.
- Shift workers on the second and or third shift shall be paid $7\frac{1}{2}$ per centum more than the ordinary rates for such shift.
- (g) No junior male under the age of eighteen years shall work on the night shift.
- (h) No female shall be employed on shift work.
- (i) A shift worker who during a period of engagement on shift works only on the night shift and without some regular rotation with some other shift or with day work, shall be paid at the rate of time and a quarter for all time worked during his ordinary working hours.
- (j) Shift workers whilst working on holidays prescribed by clause 12 of this Determination shall be paid at the rate of ordinary time, provided that such shift workers shall be entitled to ten days' holiday per annum or ten days' pay in lieu thereof. On the termination of service during the currency of any year, payment for holidays shall be made on a *pro rata* basis.
- (k) For all time worked outside the hours of commencing and finishing shift, as agreed, and for all time in excess of 40 hours per week, shift workers shall be paid overtime at the rate of time and a half for the first two hours and double time thereafter. Provided that for all work performed on the first shift on Sunday, whether overtime or not, double rates shall be paid.
- (l) Notwithstanding anything contained in this clause shift workers working between midnight on Friday and midnight on Saturday shall be paid not less than (the rate of) time and a quarter, such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in sub-clause (f) of this clause.
- (m) Notwithstanding anything contained in this clause shift workers engaged on any overtime on Sunday shall be paid not less than the rate of double time.

OVERTIME.

10. (a) Except as provided by sub-clause (g) hereof, all work done outside the ordinary hours, shall be deemed overtime and shall be paid for at the rate of time and a half for the first 2 hours and double time thereafter.
- (b) In computing overtime, each day's work shall stand alone.
- (c) An employee required to work overtime shall be guaranteed a minimum of 15 minutes.
- (d) Any employee required to work overtime for more than two hours on any day, after the normal finishing time, without being notified the day before that he will be so required to work, shall be paid 2s. 6d. forthwith by the employer.
- (e) If an employee pursuant to sub-clause (c) hereof has provided a meal and is not required to work overtime, he shall be paid 2s. 6d. for the meal so provided.
- (f) The following overtime work including such work as may be performed on a Sunday or holiday, shall be paid for at the rate of time and a half:—
- (i) The effecting of repairs or renewals to and the cleaning of plant or machinery in order to enable work to proceed forthwith;
- (ii) Such emergency work as owing to the nature of the trade necessitates the immediate, as distinct from the normal treatment of material to save it from going bad or the removal after it has gone bad.
- (g) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

PAYMENT OF WAGES.

11. (a) Wages shall be paid at the works weekly not later than Thursday in each week. Not more than two days' pay over and above that becoming due shall be kept in hand.
- (b) Wages shall be paid in the employer's time or within 5 minutes of finishing time. If an employee be kept waiting for payments more than five minutes after finishing time, he shall be paid overtime rates for the time so kept waiting.
- (c) Should an employee be dismissed during the course of a week, he shall be paid at the usual place of payment on demand there by him, any wages which are legally due to him, within 15 minutes of dismissal.
- (d) Should an employee lawfully leave his employment during the course of a week he shall be paid all monies due upon termination of service.
- (e) On pay day the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom and the net amount being paid to him.

HOLIDAYS.

12. (a) The days on which: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Melbourne Cup Day, Christmas Day, Boxing Day, or the holiday, if any, substituted for any such day by or under any State Act of Parliament, are observed shall be holidays. Employees other than shift workers not required to work on holidays shall be paid the ordinary rates of pay.
- (b) If the engagement of an employee is terminated by his employer within fourteen days of any of the holidays set out in sub-clause (a) hereof, the employee shall be paid for such holiday or holidays, if and when the Federation or the employee satisfies the employer that the employee has not in the meantime commenced work with another employer.
- (c) Where an employee is absent from his employment on the working day or part of the working day before or after a holiday or holidays without reasonable excuse or without the employer's consent such employee shall not be entitled to payment for such holiday or holidays.

RATES FOR HOLIDAYS AND SUNDAYS.

13. (a) Except as to shift workers working on regular rostered shifts, all work performed on Sundays and the holidays set out in clause 12 of this Determination shall be paid for at the rate of double time.

(b) An employee called upon to work on a Sunday or a holiday shall be paid for a minimum of three hours' duty for a Sunday and four hours for a holiday.

ANNUAL HOLIDAY.

14. 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.

SICK LEAVE.

15. (a) An employee on weekly hiring who is absent from his work on account of personal illness or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

(i) he shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least two months immediately prior to such absence;

(ii) he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation;

(iii) he shall, within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty, and as far as practicable, state the nature of the injury or illness and the estimated duration of the absence;

(iv) he shall prove to the satisfaction of his employer that he was unable on account of such illness or injury, to attend for duty on the day or days for which sick leave is claimed;

(v) he shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

(b) Provided further that where under any scheme of insurance or of an accident, relief or provident fund to secure the benefit of which the employer has paid the necessary premium or contribution, compensation becomes payable for absences through sickness the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full amount for any such days.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (v) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

TOOLS OF TRADE.

16. (a) The employer shall provide tools and implements of trade, leggings, aprons (rubber, leather or cloth where suitable), gloves, respirators, thigh boots and goggles where either are necessarily required by the employee in the performance of his duties, and oilskin coats or capes for employees working outdoors in wet weather.

Such aforementioned articles to remain the property of the employer, and any wilful loss or damage or damage due to neglect must be paid for by the employee.

(b) Hand cream shall be supplied to females engaged spreading gelatine and/or glue.

DAMAGE TO CLOTHING.

17. In the event of boots or clothing belonging to an employee being damaged or destroyed by fire or corrosive substance outside the normal course of usage of such boots or clothing, compensation to the extent of the damage sustained shall be made by the employer.

ACCOMMODATION.

18. (a) Boiling water shall be supplied by the employer for the employees at lunch time.

(b) Dining room and dressing accommodation and facilities for drying working clothes shall be provided by the employer who shall be held responsible for the place being kept clean. Dressing rooms shall contain suitable provisions (hanging facilities) for the clothes of each employee.

(c) Suitable showers shall be available for all employees, and both hot and cold water shall be laid on and shall be readily accessible to employees.

(d) The employer shall provide a suitable covered bicycle stand.

FIRST-AID OUTFIT.

19. The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

Clause 8 of chapter 9 of the Regulations under the *Factories and Shops Act 1928* requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles:—

Article.	Quantities to be kept in ambulance chest—	
	Factories and workshops in which not more than thirty persons are employed.	Factories and workshops in which more than thirty persons are employed.
Antiseptic solution	1 bottle ..	1 bottle
Bandages, cotton and gauze	$\frac{1}{2}$ doz. assorted sizes ..	1 doz. assorted sizes
Iodine, tincture of	1 oz. ..	2 oz.
Castor oil	$\frac{1}{2}$ oz. ..	2 oz.
Manual first-aid	1 ..	1
Petrolatum, carbolized	1 jar ..	1 jar
Picric acid solution, made according to the following recipe or prescription— 1½ teaspoonful of powdered picric acid; 3-oz. absolute alcohol; 2 pints distilled water		
Pins, safety	1 packet ..	1 packet
Sal volatile	1 oz. ..	6 oz.
Scissors	1 pair ..	1 pair
Tweezers	1 pair ..	1 pair
Tourniquet	1 ..	1
Cotton, absorbent		
Gauze, sterilized and plain		
Lint, absorbent		
Plaster, adhesive		
	An adequate assortment	

TIME AND WAGES BOOK.

20. (a) Each employer shall keep in each factory, workshop or place where work is carried on by him, some card or check used in connexion with a mechanical clock or a time and wages book showing the name of each employee and his or her occupation, the hours worked each day and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(c) The time and wages book shall be open for inspection to not more than two officers of the Federation duly accredited in writing by the Federation during the midday meal hour at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the secretary of the Federation or the District Secretary or organizer of any division suspects that a breach of this Determination has been or is being committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment: And provided further that if the meal hour shall not be a convenient time for any employer he may fix some other time of at least one hour for any such inspection.

(d) The officials making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of this Determination.

UNION BUSINESS.

21. (a) Shop stewards appointed by employees in each work-shop shall be allowed the necessary time during working hours to interview the employer or his representative in matters affecting employees whom they represent.

(b) Any members of the Federal Council of the Federation or any member of the Committee of Management of any State Branch or section thereof may leave work to attend to the business of the Federation provided that reasonable notice has been given to the employer. Employees shall not be paid for the period of such absence.

RESIGNATION FROM FEDERATION.

22. An employer shall not compel an employee to resign his membership of the Federation through the fact of such member being made a foreman or placed on the staff.

RIGHT OF ENTRY OF UNION OFFICIALS.

23. A duly accredited representative of the Federation shall have the right to enter an employer's workshop during the midday meal hour for the purpose of interviewing employees on legitimate Federation business on the following conditions:—

(i) that he produces his authority to the gatekeeper or such other person as may be appointed by the employer;

(ii) that he interviews employees only at the place where they are taking their meal;

(iii) that not more than one representative in all be in any workshop at any one time;

(iv) that no one representative visit a workshop more than once in each week; and

(v) that if any employer alleges that a representative is unduly interfering with his workshop 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 of bringing such refusal before the Secretary for Labour.

POSTING OF NOTICES.

24. (a) The employer shall erect notice-boards in a prominent position in his establishment for the purpose of posting any notices thereon in connexion with the legitimate business of the Federation. All such notices shall be signed by the branch secretary of the Federation.

(b) Every employer shall post and keep posted a copy of this Determination in a place accessible to all employees.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates set out for adults 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 26.

Total Base Rate.—Males.

Place.	Needs Basic Wage (adjustable in accordance with clause 26 of this Determination).	Loading (constant).	Industry Loading (constant).	War Loading (constant).	Total Base Rate.	Index Number Set Assigned.
	Per Week. £ s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. £ s. d.	
Throughout the State	5 17 0	6 0	5 0	4 6	6 12 6	Melbourne

Adult Females.

The minimum rate of wage per week to be paid to adult female employees shall be not less than 75 per centum of the Total Base Rate—Males as prescribed in clause 25. Provided however that:—

(i) Any adult female employee after three months' experience in the Industry shall be paid a marginal rate of 6s. per week in addition to the amount referred to in this clause.

(ii) Any adult female employee with less than one month's experience in the industry shall be paid the amount referred to in this clause less the sum of 7s. 6d. per week.

ADJUSTMENT OF BASIC WAGE.

26. (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, 1949, the amounts of the basic wage shall be as prescribed in clause 25.

(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.

Juniors.

The minimum rates of payment to be paid to junior employees shall be as follows:—

Males.

Age of employee.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult male employees calculated to the nearest 6d.
	Per cent.
Under 16 years of age	40
16 and under 17 years of age	50
17 and under 18 years of age	60
18 and under 19 years of age	70
19 and under 20 years of age	80
20 and under 21 years of age	90

Females.

Age of employee.	A total payment per week at the equivalent of the below stated percentage of the total base rate for adult female employees calculated to the nearest 3d.
	Per cent.
Under 16 years of age	45
16 and under 17 years of age	57½
17 and under 18 years of age	67½
18 and under 19 years of age	75
19 and under 20 years of age	85
20 and under 21 years of age	92½

27. In addition to the total base rate provided in clause 25, the margins set out in this clause shall be the minimum rate payable to employees therein named :—

Classifications.	Margins.
	Per Week. s. d.
<i>Gelatine and Glue.</i>	
1. Men working in raw material stores	16 0
2. Men working raw materials cutting machine	17 0
3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant	22 0
4. Men assisting at washing raw material and/or preparing limes and working at trotter plants	16 0
5. Men working at lime pits	22 0
6. Men in charge of and actually operating dollies	26 0
7. Men assisting in dolly shed	17 0
8. Men in charge of and actually working at boiling pans	22 0
9. Men assisting in boiling shed	16 0
10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine and/or glue, filters, Sharples, centrifugals, concentrated liquor vats and coolers	26 0
11. Men assisting (including emptying coolers)	16 0
12. Men operating gelatine and/or glue cutters	20 0
13. Men assisting	16 0
14. Men in charge of and actually operating Cube Drying Plant	24 0
15. Men assisting	16 0
16. Men working at other drying plants	16 0
17. Men engaged at gelatine and/or glue grinding	17 0
18. Men engaged in treating frames	16 0
19. Men engaged in assembling and repairing frames	16 0
20. Blenders—Gelatine and/or glue	22 0
21. Gelatine and/or glue store hands	17 0
22. Men in charge of and actually working at scutching pans, hydraulic presses, grease pans, grease filters and seeding tanks and washing trotter bones	22 0
23. Men assisting	16 0
24. Men working in roller driers and associated grinders	17 0
25. Men in charge of and actually working at vegetable and prepared glue vats	22 0
26. Men assisting and store-hands including calves feet jelly	17 0
27. Men operating residue driers	24 0
28. Men crushing and/or bagging dried residues	17 0
29. Men receiving and passing on bones	22 0
30. Men actually operating de-greasing plant	26 0
31. Men assisting at de-greasing plant and bone polishing	17 0
32. Men engaged in washing and neutralizing vats	20 0
33. Men engaged in crushing bone residues	17 0
34. Men in charge of and actually operating pearl plant	24 0
35. Men assisting	16 0
36. Men assisting in laboratory work	20 0
37. Men not elsewhere included	Nil
<i>Agar Agar.</i>	
1. Men in charge of and actually washing raw materials and seaweed	22 0
2. Men assisting	16 0
3. Men in charge of and actually working at boiling vats	22 0
4. Men assisting in boiling shed	16 0
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers	26 0
6. Men assisting, including emptying coolers	16 0
7. Men operating agar agar cutters	20 0
8. Men assisting	16 0
9. Men engaged at agar agar freezing plant	20 0
10. Men engaged sawing frozen agar agar	17 0
11. Men working at Infra-red drying plant	26 0
12. Men working at other drying plants	16 0
13. Men engaged at spreading and stripping agar agar	16 0
14. Men engaged at agar agar grinding, and milling, store hands	17 0
15. Men not elsewhere included	Nil.

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 8th March, 1949.