



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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No. 830]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Vinegar and Yeast Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
Preparing feathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;

Chalk, crayons, or other articles from mineral earth;  
Cinematograph film;  
Composition flooring;  
Cutlery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lamp shades;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases."

has made, in respect of the manufacturing or preparing of vinegar and yeast, the following Determination, namely:—

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

2. WAGES PER WEEK OF 40 HOURS.			
(a) IMPROVERS.			(b) ADULTS.
Males.		Females.	Males.
	s. d.		s. d.
Under 17 years of age ..	54 6	Under 17 years of age ..	52 0
17 years of age ..	66 9	17 years of age ..	57 6
18 years of age ..	89 3	18 years of age ..	65 0
19 years of age ..	112 3	19 years of age ..	72 9
20 years of age ..	123 3	20 years of age ..	77 3

and thereafter the rate prescribed for adults.

PROPORTION (in any place).

One male improver to every five or fraction of five male persons receiving not less than the minimum rate prescribed for male adults.  
One female improver to every five or fraction of five female persons receiving not less than the minimum rate prescribed for female adults.

Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	155 0
All others ..	149 0
Men engaged in cleaning vinegar generators— 7s. 6d. for each generator cleaned	
Females.	
All adults ..	78 0

## HOURS OF LABOUR.

3. Each employee shall have a fixed starting time. The ordinary hours of employment shall be 40 per week such hours to be worked between 6 a.m. and 6 p.m. on Monday to Friday inclusive (exclusive of meal hours). Eight hours shall constitute a day's work.

## OVERTIME RATES AND TEA MONEY.

4. (a) If an employee works earlier than his starting time or later than his finishing time, or more than 40 hours per week, he shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter.

(b) Employees who are required on any day to work overtime extending beyond 5.45 p.m. on Monday to Friday inclusive, shall be paid 2s. 6d. tea money, unless on the previous day before ceasing work they shall have been notified of the intention to work such overtime. Where such notice shall have been given, and any new circumstances arise, the employer shall be entitled before noon on the day appointed for such overtime to cancel such notice, and in that case the employee shall not be entitled to tea money.

(c) Should an employee be required to work during his meal break he shall be paid at the rate of time and a half for such work and on completion of such work shall be allowed a quarter of an hour break without deduction of pay.

## OVERTIME WORK.

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

## SUNDAYS AND HOLIDAYS.

6. (a) All work performed on Sunday shall be paid for at the rate of time and half and on holidays at the rate of double time; if no work is done, the ordinary rates shall be paid for holidays.

(b) Provided that where an employee has not been absent on any week day in any one week without valid reason double time shall be paid for Sunday work.

## CASUAL EMPLOYEES.

7. Casual employees shall mean and be deemed to be any employee engaged for a less period than 40 hours per week. All casual employees in compress yeast factories and vinegar works shall be paid one-tenth per day in addition to the wage rates prescribed by this Determination.

## CONTRACT OF EMPLOYMENT.

8. All employees shall be engaged by the week and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid. Such notice shall be given at the end of a working week. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinafter mentioned and except absence without deduction of pay in accordance with clause 9 hereof.

## SICK LEAVE.

9. Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for two and one half days in each quarter or for a proportionate aggregate in a longer period, but not exceeding a period of ten ordinary working days in any year of employment. To the extent such sick leave is unused by an employee the said sick leave shall be cumulative.

## HOLIDAYS.

10. New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, Boxing Day, and Melbourne Cup Day, shall be holidays for the purposes of this Determination, or such other day as is generally observed as a holiday in lieu of any of such days.

## ANNUAL HOLIDAY.

11. 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.

## WATERPROOF CLOTHING AND CLOGS.

12. Where an employee is called upon to work in or with water he shall be provided with water-proof clothing, apron and clogs free during the time he is called upon to perform such duties. Provided further that suitable protective clothing and appliances shall be provided in all places where reasonably necessary.

## SHOWERS.

13. Adequate hot and cold showers shall be provided by each employer for his employees.

## POSTING DETERMINATION.

14. This Determination shall be posted in a conspicuous place on his working premises by each employer.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates set out in clause 2 (b) are based upon the following basic wage rate for adult males and minimum rate for adult females and pursuant to and in accordance with 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 16.

Basic Wage.

Place.	Basic Wage for Adult Males and Minimum for Adult Females.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies—		
Males .. .. .	6 2 0	Melbourne
Females .. .. .	3 18 0	„

ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The amounts of the weekly rates of juniors shall be adjusted proportionately to the amount of £6 10s. being the then weekly wage of "all other males", and to be made on the following rates, fractions of threepence to be disregarded:—

	Males.	Females.
	Per Week.	Per Week.
	£ s. d.	£ s. d.
Under 17 years of age .. .. .	2 7 9	2 5 6
17 years of age .. .. .	2 18 3	2 10 3
18 years of age .. .. .	3 18 0	2 16 9
19 years of age .. .. .	4 18 0	3 3 0
20 years of age .. .. .	5 7 9	3 7 6

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 831]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Toys Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets ;  
Preparing feathers ;  
Treating flax ;  
Treating pyrites and other metalliferous ores ;  
Mixing seed and making poultry foods ;  
Glass badging ;  
Gold stamping ;  
Ivory working ;  
Show-card and ticket-writing ;  
Manufacturing or preparing—  
Abrasive paper or cloth ;  
Asbestos articles ;  
Blue prints ;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board ;  
Button badges ;  
Carbon articles ;

Chalk, crayons, or other articles from mineral earth ;  
Cinematograph film ;  
Composition flooring ;  
Cutlery ;  
Artificial flowers and bouquets ;  
Paper articles not subject to any Board heretofore appointed ;  
Honey ;  
Ink or adhesives ;  
Silk or parchment lamp shades ;  
Fishing and other nets ;  
Ornament for cakes ;  
Plaster models ;  
Sporting goods not provided for under any Board heretofore appointed ;  
Surgical instruments ;  
Toys ;  
Watch cases "

has made, in respect of the manufacturing or preparing of toys, the following Determination, namely:—

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

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	s. d.		s. d.		s. d.
1st year's experience	.. 28 0	1st six months' experience	.. 22 3	Designers	.. 151 0
2nd "	.. 39 3	2nd "	.. 28 0	Cutters-out	.. 138 0
3rd "	.. 54 0	3rd "	.. 32 9	Fillers and/or stuffers	.. 135 0
4th "	.. 72 6	4th "	.. 38 9	All others	.. 131 0
5th "	.. 93 0	5th "	.. 43 3		
6th "	.. 107 0	6th "	.. 49 6		
7th "	.. 114 9	7th "	.. 54 6		
		8th "	.. 61 9		
		9th "	.. 66 6		
		10th "	.. 72 0		

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

- (a) Where no adult male is employed—one male improver.
- (b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females.

Notwithstanding anything contained in this Determination, any person who on 26th September, 1938, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience.

PROHIBITION OF EMPLOYMENT.

- 3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

- 4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

- 5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. . . . .	12 noon on Saturday.
7.30 a.m. . . . .	5.30 p.m. on the other working days of the week.

OVERTIME.

- 6. That all time worked—
  - (a) Outside the times of beginning and ending work prescribed in clause 5; or
  - (b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7.—(a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All 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.

(d) 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.

(e) Any person who is employed on a Sunday or any holiday provided for herein shall receive a minimum payment for four hours' work at the rate of double time, which hours shall be worked continuously. In the event of more than four hours being worked such person shall be paid for a minimum of eight hours' work at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

**REST ROOM.**

9. A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.

**REST PERIOD FOR FEMALES.**

10. Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

**ANNUAL HOLIDAY.**

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

**SICK LEAVE.**

12. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause, service prior to the 1st August, 1949, shall be disregarded.

**MEAL PERIOD.**

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

**TEA MONEY.**

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

**BOILING WATER.**

15. Employers shall provide boiling water for employees at meal times.

**PERIODICAL ADJUSTMENT OF WAGES.**

16. The wages rates for males set out in clause 2 (b) 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 17. Provided that the rates of adult females and all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

**ADJUSTMENT OF BASIC WAGE.**

17. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in a November a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.







# VICTORIA GOVERNMENT GAZETTE.

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No. 832]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of Section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
Preparing feathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;

Chalk, crayons, or other articles from mineral earth;  
Cinematograph film;  
Composition flooring;  
Cutlery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lampshades;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases;"

has made, in respect of mixing seed and making poultry foods, the following Determination, namely:—

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

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

(a) Improvers.				(b) Other Employees.			
				s. d.			
Under 17 years of age	..	..	..	..	..	29	9
17 years of age	..	..	..	..	..	44	3
18	"	"	"	..	..	59	6
19	"	"	"	..	..	80	9
20	"	"	"	..	..	97	9
Proportion (in any place).							
One improver to every two fully-paid workers.				Adults (i) of three months' or more experience .. 135 0 (ii) of less than three months' experience .. 131 0			

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than)—	Time of Ending (not later than)—
7.30 a.m. .. .. .	12 noon on Saturday.
7.30 a.m. .. .. .	5.30 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—

(a) Outside the times of beginning work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7. (a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.

(c) All 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.

(d) 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 reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

10. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than 40 hours of working time in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

MEAL PERIOD.

11. A meal period of not less than 30 minutes and not more than 60 minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates set out in clause 2 (b) are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 15. Provided that the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rate in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

15. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 14.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the 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, 22nd July, 1949.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 833]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.  
**DETERMINATION OF THE GENERAL BOARD.**  
(Renovating Carpets Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Acts 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
  - Designs for paper patterns or for other paper articles whatsoever.
  - Paper crackers or bon-bons.
  - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
  - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
  - Articles made of feathers, including dress ornaments and boas.
  - Vinegar and yeast.
  - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Renovating carpets;</li> <li>Preparing feathers;</li> <li>Treating flax;</li> <li>Treating pyrites and other metalliferous ores;</li> <li>Mixing seed and making poultry foods;</li> <li>Glass badging;</li> <li>Gold stamping;</li> <li>Ivory working;</li> <li>Show-card and ticket-writing;</li> <li>Manufacturing or preparing—           <ul style="list-style-type: none"> <li>Abrasive paper or cloth;</li> <li>Asbestos articles;</li> <li>Blue prints;</li> <li>Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;</li> <li>Button badges;</li> <li>Carbon articles;</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Chalk, crayons, or other articles from mineral earth;</li> <li>Cinematograph film;</li> <li>Composition flooring;</li> <li>Cutlery;</li> <li>Artificial flowers and bouquets;</li> <li>Paper articles not subject to any Board heretofore appointed;</li> <li>Honey;</li> <li>Ink or adhesives;</li> <li>Silk or parchment lampshades;</li> <li>Fishing and other nets;</li> <li>Ornaments for cakes;</li> <li>Plaster models;</li> <li>Sporting goods not provided for under any Board heretofore appointed;</li> <li>Surgical instruments;</li> <li>Toys;</li> <li>Watch cases; "</li> </ul> |
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has made, in respect of the renovating of carpets, the following Determination, namely:—

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

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

(a) Improvers.				(b) Adults.			
			s. d.				s. d.
Under 17 years of age	..	..	..	29	9	Males—(i) of 3 months' or more experience	.. 135 0
17 years of age	..	..	..	44	3	(ii) of less than 3 months' experience	.. 131 0
18 "	..	..	..	59	6	Females	.. 80 3
19 "	..	..	..	80	9		
20 "	..	..	..	97	9		
<i>Proportion (in any place).</i>							
One improver to each adult employee.							

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. . . . .	12 noon on Saturday.
7.30 a.m. . . . .	5.30 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—  
 (a) outside the times of beginning and ending work prescribed in clause 5; or  
 (b) within such prescribed times, but in excess of 40 hours in any one week;  
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.  
 (c) An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

HOLIDAYS.

7. (a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.  
 (b) If any of the above holidays occur on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.  
 (c) All 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.  
 (d) 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.  
 (e) Any 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.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.  
 (b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa, the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.  
 (c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

10. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.  
 (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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.  
 For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 (b) are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 15. Provided that the rates of adult females and of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State . . . . .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

15. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer, or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 14.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the 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, 22nd July, 1949.







# VICTORIA GOVERNMENT GAZETTE.

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No. 834]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Plaster Model Section.)

NOTE.—This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
Preparing feathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;

Chalk, crayons, or other articles from mineral earth;  
Cinematograph film;  
Composition flooring;  
Cutlery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lampshades;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases;"

has made, in respect of the manufacturing or preparing of plaster models, the following Determination namely:—

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

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.					
				<i>s. d.</i>					
Under 17 years of age	..	..	..	29	9	Persons engaged in making or preparing moulds	..	141	0
17 years of age	..	..	..	44	6	Persons engaged in coloring or decorating models—			
18 years of age	..	..	..	59	6	(a) by hand	..	155	0
19 years of age	..	..	..	80	6	(b) by spray, or otherwise than by hand	..	143	0
20 years of age	..	..	..	97	9	Persons engaged in assembling or finning models	..	136	0
						when taken from moulds	..	131	0
						All others	..	131	0

PROPORTION (IN ANY PLACE).

One improver to every three adult employees.

## PROHIBITION OF EMPLOYMENT.

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

## WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40, to be worked as follows:—

On Saturday	..	..	..	..	From 8 a.m. to 12 noon.
On Monday to Friday	..	..	..	..	From 8 a.m. to 12 noon, and from 1 p.m. to 5 p.m.

## OVERTIME.

5. (a) That all time worked outside the times of beginning and ending work prescribed in clause 4 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

## HOLIDAYS.

6. (a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All 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.

(d) 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

## TERMS OF EMPLOYMENT.

7. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

## ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

## SICK LEAVE.

9. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

10. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

11. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

12. Employers shall provide boiling water for employees at meal times.

## PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates set out in clause 2 (b) 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 14. Provided that the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

14. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 13.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor '087 taken to one place of decimals the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.





# VICTORIA GOVERNMENT GAZETTE.

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No. 835]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

**NOTE.**—This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades or branches of trades, for the purposes of section (8) of the *Factories and Shops Act* 1936, that is to say :—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
  - Designs for paper patterns or for other paper articles whatsoever.
  - Paper crackers or bon-bons.
  - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
  - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
  - Articles made of feathers, including dress ornaments and boas.
  - Vinegar and yeast.
  - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

**I**N 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 following trades and branches of trades, that is to say :—

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Renovating carpets ;</li> <li>Preparing feathers ;</li> <li>Treating flax ;</li> <li>Treating pyrites and other metalliferous ores ;</li> <li>Mixing seed and making poultry foods ;</li> <li>Glass badging ;</li> <li>Gold stamping ;</li> <li>Ivory working ;</li> <li>Show-card and ticket-writing ;</li> <li>Manufacturing or preparing—               <ul style="list-style-type: none"> <li>Abrasives paper or cloth ;</li> <li>Asbestos articles ;</li> <li>Blue prints ;</li> <li>Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board ;</li> <li>Button badges ;</li> <li>Carbon articles ;</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Chalk, crayons, or other articles from mineral earth ;</li> <li>Cinematograph film ;</li> <li>Composition flooring ;</li> <li>Cutlery ;</li> <li>Artificial flowers and bouquets ;</li> <li>Paper articles not subject to any Board heretofore appointed ;</li> <li>Honey ;</li> <li>Ink or adhesives ;</li> <li>Silk or parchment lamp shades ;</li> <li>Fishing and other nets ;</li> <li>Ornaments for cakes ;</li> <li>Plaster models ;</li> <li>Sporting goods not provided for under any Board heretofore appointed ;</li> <li>Surgical instruments ;</li> <li>Toys ;</li> <li>Watch cases ”</li> </ul> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

has made, in respect of the—  
 manufacturing or preparing of paper crackers or bon-bons,  
 the following Determination namely :—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.  
 No. 835.—8132/49.—PRICE 6D.

## 2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.	
Males.		Females.			
	s. d.		s. d.		s. d.
1st year's experience ..	28 0	1st six months' experience ..	22 3		
2nd " " ..	39 3	2nd " " ..	28 0		
3rd " " ..	54 0	3rd " " ..	32 9		
4th " " ..	72 6	4th " " ..	38 9		
5th " " ..	93 0	5th " " ..	43 3		
6th " " ..	107 0	6th " " ..	49 6		
7th " " ..	114 9	7th " " ..	54 6	Males ..	131 0
and thereafter the rate prescribed for adults		8th " " ..	61 9	Females ..	73 3

## PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.

Five female improvers to each female person receiving not less than the rate prescribed for adults.

## PROHIBITION OF EMPLOYMENT.

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

## WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

## TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. .. .. .	12 noon on Saturday.
7.30 a.m. .. .. .	5.15 p.m. on the other working days of the week.

## OVERTIME.

6. That all time worked —

(a) Outside the times of beginning and ending work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

## HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

## TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purposes of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

## REST PERIOD FOR FEMALES.

9. Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

## ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

## SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

## PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) 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 16. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.

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VICTORIA  
GOVERNMENT GAZETTE.

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No. 836]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Paper Articles (not elsewhere included) Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and bows.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
Preparing feathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;

Chalk, crayons, or other articles from mineral earth;  
Cinematograph film;  
Composition flooring;  
Cutlery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lampshades;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases."

has made, in respect of the manufacturing or preparing of—

(a) designs for paper patterns or for other paper articles whatsoever;

(b) paper articles not subject to any Board heretofore appointed—

the following Determination, namely:—

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

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males.			
	s.	d.			s.	d.	
1st year's experience	..	28	0	1st six months' experience	..	22	3
2nd "	..	30	6	2nd "	..	28	0
3rd "	..	54	0	3rd "	..	32	9
4th "	..	72	6	4th "	..	38	9
5th "	..	93	3	5th "	..	43	3
6th "	..	107	0	6th "	..	49	9
7th "	..	114	9	7th "	..	54	3
years of age .. and until 21	..			8th "	..	62	3
	..			9th "	..	66	3
	..			10th "	..		
	..			until 21 years of age	..	72	3

Adults (i) Of three months' or more experience	..	135	0
(ii) Of less than three months' experience	..	131	0
<i>Females.</i>			
(a) Designer of patterns to be used for producing articles of wearing apparel	..	178	3
(b) Assistant to (a) above	..	126	9
(c) Designers of patterns used for the production of transfers as applied to fabrics	..	126	9
(d) Assistants to (c) above	..	102	3
(e) Operator of perforating machine	..	93	9
(f) Any other adult	..	76	0

NOTE.—The rates prescribed for improvers shall apply only to such employes as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

*Males.*

One male improver to each male person receiving not less than the minimum wage.

*Females.*

Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).				Time of Ending (not later than).	
7.30 a.m.	..	..	..	..	12 noon on Saturday.
7.30 a.m.	..	..	..	..	5.30 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—

- (a) outside the times of beginning and ending work prescribed in clause 5; or
- (b) within such prescribed times, but in excess of 40 hours in any one week;

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7. (a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All 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.

(d) 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.

(e) Any person who is employed on a Sunday or any holiday provided for herein shall receive a minimum payment for four hours' work at the rate of double time, which hours shall be worked continuously. In the event of more than four hours being worked such person shall be paid for a minimum of eight hours' work at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

## REST ROOM.

9. A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.

## REST PERIOD FOR FEMALES.

10. Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

## ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

## SICK LEAVE.

12. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

15. Employers shall provide boiling water for employees at meal times.

## PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 (b) 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 17. Provided that the rates of adult females and all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded. Provided also that no rate shall be increased or decreased by more than the increase or decrease in the basic wage.

## Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

17. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.





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No. 837]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Lampshade Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of Section (8) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
Preparing feathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;

Chalk, crayons, or other articles from mineral earth;  
Cinematograph film;  
Composition flooring;  
Cutlery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lamp shades;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases"

has made, in respect of the manufacturing or preparing of—

(a) Silk or parchment lampshades,

(b) Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein,

the following Determination, namely:—

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

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 27 3	1st six months' experience..	22 0	Persons engaged in cutting out material for parts of lamp-shades .. ..	133 0		
2nd " "	.. 38 6	2nd " " "	.. 27 9	All others .. ..	131 0		
3rd " "	.. 52 3	3rd " " "	.. 32 9				
4th " "	.. 71 0	4th " " "	.. 38 9				
5th " "	.. 90 3	5th " " "	.. 43 6				
6th " "	.. 104 0	6th " " "	.. 49 3				
7th " "	.. 111 0	7th " " "	.. 54 3				
		8th " " "	.. 61 9				
And thereafter the minimum wage.							
PROPORTION.							
Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.							
Three female improvers to each female person receiving not less than the minimum wage.							
				Persons engaged in sketching, painting or decorating by free-hand or stencils .. ..	85 6		
				Persons engaged in assembling and attaching parts of lamp-shades (including trimming and sewing) .. ..	74 9		
				All others .. ..	73 0		

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).		Time of Ending (not later than).	
7.30 a.m.	.. ..	12 noon	on Saturday.
7.30 a.m.	.. ..	6 p.m.	on the other working days of the week.

OVERTIME.

6. That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

9. (a) That females engaged in sketching, painting, or decorating by freehand or stencils, shall be allowed, during each morning and afternoon, an interval of ten minutes for rest after two hours' work, such interval to count as part of time worked.

(b) That females engaged in any work not specified in the foregoing sub-clause, where the spell of duty exceeds four hours, shall be allowed an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.

ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) 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 16. Provided that the rates of adult females and all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State . . . . .	6 2 0	6 0	6 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.







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FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Ink or Adhesives Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 13th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
  - Designs for paper patterns or for other paper articles whatsoever.
  - Paper crackers or bon-bons.
  - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
  - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
  - Articles made of feathers, including dress ornaments and boas.
  - Vinegar and yeast.
  - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| <ul style="list-style-type: none"> <li>Renovating carpets;</li> <li>Preparing feathers;</li> <li>Treating flax;</li> <li>Treating pyrites and other metalliferous ores;</li> <li>Mixing seed and making poultry foods;</li> <li>Glass badging;</li> <li>Gold stamping;</li> <li>Ivory working;</li> <li>Show-card and ticket-writing;</li> <li>Manufacturing or preparing—               <ul style="list-style-type: none"> <li>Abrasive paper or cloth;</li> <li>Asbestos articles;</li> <li>Blue prints;</li> <li>Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;</li> <li>Button badges;</li> <li>Carbon articles;</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Chalk, crayons, or other articles from mineral earth;</li> <li>Cinematograph film;</li> <li>Composition flooring;</li> <li>Cutlery;</li> <li>Artificial flowers and bouquets;</li> <li>Paper articles not subject to any Board heretofore appointed;</li> <li>Honey;</li> <li>Ink or adhesives;</li> <li>Silk or parchment lamp shades;</li> <li>Fishing and other nets;</li> <li>Ornaments for cakes;</li> <li>Plaster models;</li> <li>Sporting goods not provided for under any Board heretofore appointed;</li> <li>Surgical instruments;</li> <li>Toys;</li> <li>Watch cases"</li> </ul> |
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has made, in respect of the manufacturing or preparing of ink or adhesives, the following Determination, namely:—

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

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 28 0	1st six month's experience	22 3	Printing-ink grinder and/or mixer	.. ..	135 0	
2nd .. ..	.. 39 6	2nd .. ..	28 0	All others .. ..	.. ..	131 0	
3rd .. ..	.. 54 0	3rd .. ..	32 9				
4th .. ..	.. 72 6	4th .. ..	38 9				
5th .. ..	.. 93 0	5th .. ..	43 6				
6th .. ..	.. 107 3	6th .. ..	49 6				
7th .. ..	.. 114 9	7th .. ..	54 3				
		8th .. ..	61 9				

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.  
One improver to each male adult.

Females.  
One improver to each female receiving not less than the minimum wage.

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).				Time of Ending (not later than).	
7.30 a.m.	..	..	..	..	12 noon on Saturday.
7.30 a.m.	..	..	..	..	5.30 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause 5; or
- (b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7. (a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.

(c) All 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.

(d) 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages, and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

10. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 (b) are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 15. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

15. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

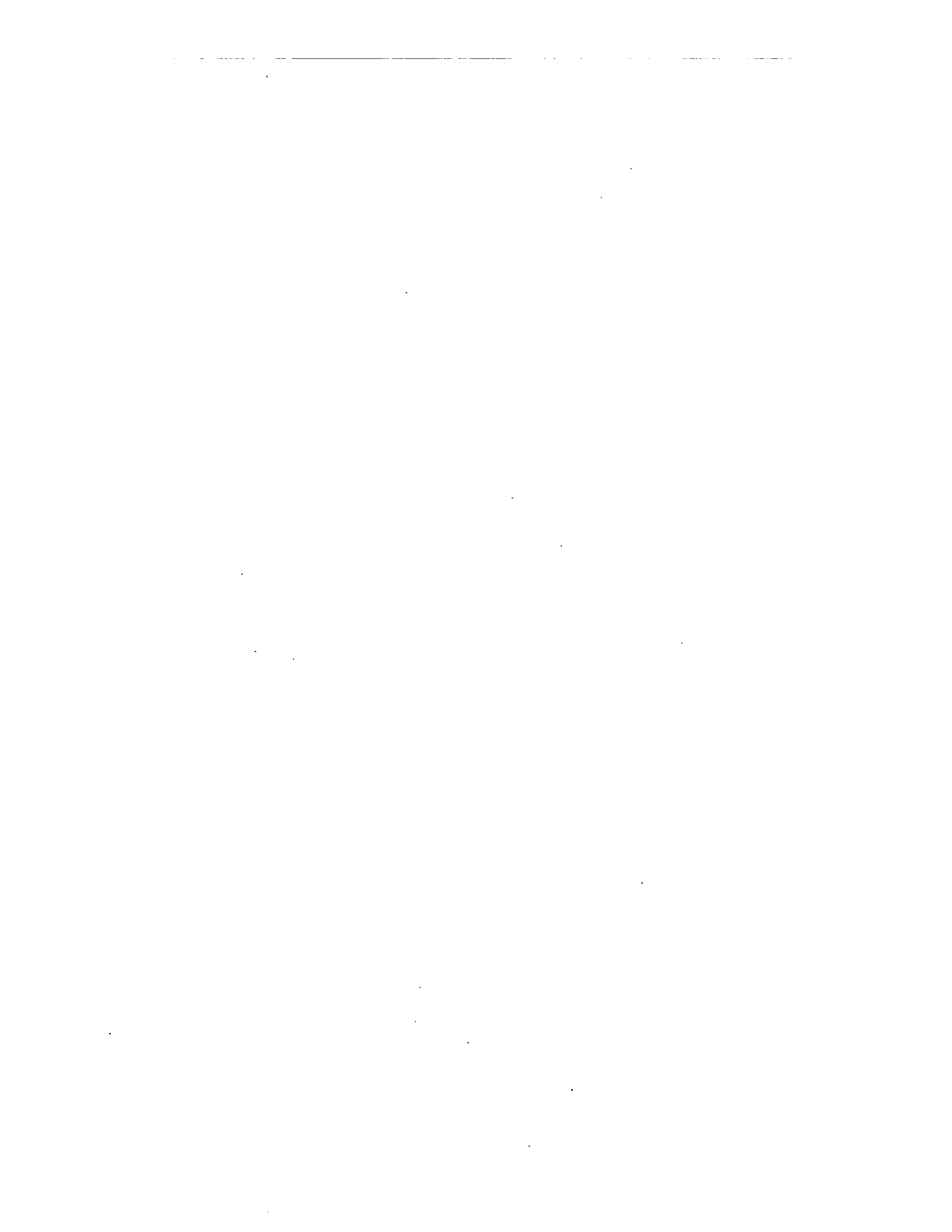
(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 14.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shilling, 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, 22nd July, 1949.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 839]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Gold Beating Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
Preparing feathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;

Chalk, crayons, or other articles from mineral earth;  
Cinematograph film;  
Composition flooring;  
Cutlery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lampshades;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases"

has made, in respect of the trade of gold beating, the following Determination, namely:—

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

No. 839.—8136/49.—PRICE 6d.

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.				
Males.		s. d.	Females.		s. d.	Males.		s. d.
1st year's experience	..	28 0	1st six months' experience	..	22 3	Beaters	..	153 0
2nd "	..	39 3	2nd "	..	28 0	All Others	..	131 0
3rd "	..	60 9	3rd "	..	32 9			
4th "	..	97 9	4th "	..	38 9			
5th "	..	and until 21	5th "	..	43 3			
		years of age	6th "	..	49 6			
		123 3	7th "	..	54 6			
			8th "	..	61 9			
			9th "	..	66 6			
			10th "	..	72 0			

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

*Males.*  
Two male improvers to the first adult male employed and thereafter one male improver to each adult male.

*Females.*  
Three female improvers to every two female workers receiving the adult rate.

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7. (a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All 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.

(d) 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.

(e) Any person who is employed on a Sunday or any holiday provided for herein shall receive a minimum payment for four hours' work at the rate of double time, which hours shall be worked continuously. In the event of more than four hours being worked such person shall be paid for a minimum of eight hours' work at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST ROOM.

9. A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.

REST PERIOD FOR FEMALES.

10. Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

12. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

MEAL PERIOD.

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

15. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 (b) 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 rate shall be automatically adjusted as prescribed by clause 17. Provided that the rates of adult females, and all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .037 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.







# VICTORIA GOVERNMENT GAZETTE.

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No. 840]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Flax Treating Section.)

NOTE.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades for the purposes of section (6) of the *Factories and Shops Act* 1936, that is to say :—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
  - Designs for paper patterns or for other paper articles whatsoever.
  - Paper crackers or bon-bons.
  - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
  - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
  - Articles made of feathers, including dress ornaments and bows.
  - Vinegar and yeast.
  - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say :—

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Renovating carpets ;</li> <li>Preparing feathers ;</li> <li>Treating flax ;</li> <li>Treating pyrites and other metalliferous ores ;</li> <li>Mixing seed and making poultry foods ;</li> <li>Glass badging ;</li> <li>Gold stamping ;</li> <li>Ivory working ;</li> <li>Show-card and ticket-writing ;</li> <li>Manufacturing or preparing—               <ul style="list-style-type: none"> <li>Abrasive paper or cloth ;</li> <li>Asbestos articles ;</li> <li>Blue prints ;</li> <li>Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board ;</li> <li>Button badges ;</li> <li>Carbon articles ;</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Chalk, crayons, or other articles from mineral earth ;</li> <li>Cinematograph film ;</li> <li>Composition flooring ;</li> <li>Cutlery ;</li> <li>Artificial flowers and bouquets ;</li> <li>Paper articles not subject to any Board heretofore appointed ;</li> <li>Honey ;</li> <li>Ink or adhesives ;</li> <li>Silk or parchment lampshades ;</li> <li>Fishing and other nets ;</li> <li>Ornaments for cakes ;</li> <li>Plaster models ;</li> <li>Sporting goods not provided for under any Board heretofore appointed ;</li> <li>Surgical instruments ;</li> <li>Toys ;</li> <li>Watch cases "—</li> </ul> |
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has made, in respect of the Treating of Flax, the following Determination, namely :—

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

2. Wages per week of 40 Hours (a) (Day Shift).

(i) Improvers.			(ii) Other Employees.		
		<i>s. d.</i>		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
Under 17 years of age	.. ..	35 0			
17 years of age	.. ..	44 3			
18 years of age	.. ..	59 6			
19 years of age	.. ..	80 9			
20 years of age	.. ..	97 9			
PROPORTION (in any place).					
One improver to each adult employee.					
			<i>£ s. d.</i>		<i>£ s. d.</i>
			Foreman in charge .. ..	7 3 0	7 0 0
			Scutcher (hand) .. ..	6 17 0	6 14 0
			Scutcher (machine) .. ..	6 14 0	6 11 0
			All others .. ..	6 11 0	6 8 0

(b) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK (DAY SHIFT).

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. .. ..	12 noon on Saturday.
7.30 a.m. .. ..	5.30 p.m. on the other working days of the week.

OVERTIME (DAY SHIFT).

6. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause 5; or
- (b) Within such prescribed times, but in excess of 40 hours in any one week— shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
- (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOURS AND SPECIAL CONDITIONS FOR NIGHT SHIFT.

- 7. (a) The hours of work on night shift shall be 40 per week.
- (b) An employee transferred from day work to night work shall be guaranteed his position on day work after he has completed his work on the night shift.
- (c) A night shift shall be deemed to be any shift where the majority of the hours of the shift are worked outside the ordinary hours of day work.
- (d) No improver under the age of 18 years shall be required to work at night.
- (e) No female employee shall be employed on night shift.
- (f) The employment on night shifts of adult workers who are not eligible for transfer to day work may be terminated by 24 hours' notice on either side.
- (g) The employment of male improvers between 18 and 21 years of age on night shift may be terminated without notice.
- (h) For work done outside the recognized hours of duty in any establishment on night shift, overtime shall be paid, after 40 hours have been worked, at the rate of time and a half for the first four hours and double time thereafter.

HOLIDAYS.

- 8. (a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.
- (c) All 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.
- (d) 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.
- (e) Any 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.

TERMS OF EMPLOYMENT.

- 9. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.
- (b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.
- (c) Provided that any notice determining the employment solely for the purposes of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

## ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

## MARGINAL RATES.

11. In addition to the current total basic wage the margins set out in this clause shall be the minimum rate payable to employees therein named:—

	Per Week.	
	s.	d.
Foreman in charge of factory .. .. .	15	0
Scutcher (hand) .. .. .	9	0
Scutcher (machine) .. .. .	6	0

## SICK LEAVE.

12. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

15. Employers shall provide boiling water for employees at meal times.

## PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 (a) ii 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 17. Provided that the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

17. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.





# VICTORIA GOVERNMENT GAZETTE.

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No. 841]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Feathers and Feather Articles Section.)

NOTE.—This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1938*, that is say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
Preparing feathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;

Chalk, crayons or other articles from mineral earth;  
Cinematograph film;  
Composition flooring;  
Cutlery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lampshade;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases"

has made, in respect of—

(a) preparing feathers,

(b) manufacturing or preparing articles made of feathers including dress ornaments and boas,

the following Determination, namely:—

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

**PERSONS ENGAGED IN PREPARING FEATHERS.**

2. WAGES PER WEEK OF 40 HOURS.	
(a) Improvers.	(b) Other Employees.
	<i>s. d.</i>
Under 17 years of age .. .. .	29 9
17 years of age .. .. .	44 3
18 years of age .. .. .	59 6
19 years of age .. .. .	80 3
20 years of age .. .. .	97 9
<i>Proportion (in any place).</i>	
One improver to each adult employee.	

**PROHIBITION OF EMPLOYMENT.**

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

**WEEKLY HOURS.**

4. That the number of hours to constitute an ordinary week's work shall be 40.

**TIMES OF BEGINNING AND ENDING WORK.**

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. .. .. .	12 noon on Saturday.
7.30 a.m. .. .. .	5.30 p.m. on the other working days of the week.

**OVERTIME.**

6. That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

**HOLIDAYS.**

7. (a) All 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) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All 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.

(d) 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.

(e) Any 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.

**TERMS OF EMPLOYMENT.**

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

**ANNUAL HOLIDAY.**

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

**SICK LEAVE.**

10. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

**PERSONS ENGAGED IN MANUFACTURING OR PREPARING ARTICLES MADE OF FEATHERS, INCLUDING DRESS ORNAMENTS AND BOAS.**

**14. WAGES PER WEEK OF 40 HOURS.**

## (a) IMPROVERS.

Males.				Females.							
				<i>s. d.</i>							
1st year's experience	..	..	..	27	9	1st six months' experience	..	..	..	22	3
2nd year's experience	..	..	..	39	6	2nd six months' experience	..	..	..	27	9
3rd year's experience	..	..	..	54	0	3rd six months' experience	..	..	..	32	9
4th year's experience	..	..	..	72	9	4th six months' experience	..	..	..	38	9
5th year's experience	..	..	..	93	3	5th six months' experience	..	..	..	43	6
6th year's experience	..	..	..	107	3	6th six months' experience	..	..	..	49	3
7th year's experience	..	..	..	114	6	7th six months' experience	..	..	..	54	3
						8th six months' experience	..	..	..	62	0
						9th six months' experience	..	..	..	66	9
						10th six months' experience	..	..	..	72	6

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

## PROPORTION.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults.  
Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

## (b) ADULTS.

		<i>s. d.</i>									
Males :—	(i) of 3 months' or more experience	..	..	..	..	..	..	..	..	132	0
	(ii) of less than 3 months' experience	..	..	..	..	..	..	..	..	131	0
Females	..	..	..	..	..	..	..	..	..	73	3

## PROHIBITION OF EMPLOYMENT.

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

## WEEKLY HOURS.

16. That the number of hours to constitute an ordinary week's work shall be 40.

## TIMES OF BEGINNING AND ENDING WORK.

17. That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).				Time of Ending (not later than).			
7.30 a.m.	..	..	..	..	..	12 noon	on Saturday.
7.30 a.m.	..	..	..	..	..	5.15 p.m.	on the other working days of the work.

## OVERTIME.

18. That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause 17; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

## HOLIDAYS AND SUNDAY WORK.

19. That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

## TERMS OF EMPLOYMENT.

20. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

**REST PERIOD FOR FEMALES.**

21. Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

**ANNUAL HOLIDAY.**

22. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, and any amendments which may be made thereto from time to time.

**SICK LEAVE.**

23. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

**MEAL PERIOD.**

24. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

**TEA MONEY.**

25. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

**BOILING WATER.**

26. Employers shall provide boiling water for employees at meal times.

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**ALL PERSONS SUBJECT TO THIS DETERMINATION.**

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**PERIODICAL ADJUSTMENT OF WAGES.**

27. The wages rates for males, set out in clauses 2 (b) and 14 (b) 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 28. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State	6 2 0	6 0	6 8 0	Melbourne

**ADJUSTMENT OF BASIC WAGE.**

28. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the Basic Wage shall be as prescribed in clause 27.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor '087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach '5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.





# VICTORIA GOVERNMENT GAZETTE.

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No. 842]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Chalk and Crayon Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (b) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
Preparing feathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;

Chalk, crayons, or other articles from mineral earth.  
Cinematograph film;  
Composition flooring;  
Cutlery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lamp shades;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases".

has made, in respect of the manufacturing or preparing of chalk, crayons, or other articles from mineral earth, the following Determination, namely:—

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

No. 842.—S139/49.—PRICE 6D.

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.	
Males.		Females.			
	s. d.		s. d.		s. d.
1st year's experience ..	28 0	1st six months' experience	22 3	Grinding mill attendant .. .. .	135 0
2nd " " ..	39 6	2nd " " " ..	28 0	Person engaged in testing and/or checking	
3rd " " ..	54 0	3rd " " " ..	32 9	formulae .. .. .	141 0
4th " " ..	72 6	4th " " " ..	38 9	Person in charge of mixing ingredients and	
5th " " ..	93 0	5th " " " ..	43 6	making chalks from given formulae ..	136 0
6th " " ..	107 3	6th " " " ..	49 6	Persons not provided for	
7th " " ..	114 9	7th " " " ..	54 3	Males .. .. .	131 0
		8th " " " ..	61 9	Females .. .. .	73 3
and thereafter the minimum wage.					
<i>Proportion.</i>					
One male improver to each male person receiving not less than the minimum wage.					
Three female improvers to each female person receiving not less than the minimum wage.					

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the time of beginning and ending work shall be :—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. .. .. .	12 noon on Saturday.
7.30 a.m. .. .. .	5.30 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—  
 (a) Outside the times of beginning and ending work prescribed in clause 5; or  
 (b) Within such prescribed times, but in excess of 40 hours in any one week—  
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.  
 (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

9. Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendment which may be made thereto from time to time.

SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

#### MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

#### TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

#### BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

#### PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) 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 16. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

#### ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd, July, 1949.

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# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 843]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

### (Carbon Articles Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purpose of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
Preparing feathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;

Chalk, crayons, or other articles from mineral earth;  
Cinematograph film;  
Composition flooring;  
Cultery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lamp shades;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases"

has made, in respect of the manufacturing or preparing of carbon articles, the following Determination, namely:—

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

2.

## WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
			<i>s. d.</i>				<i>s. d.</i>
Under 16 years of age	..	..	30 0	Foreman in charge	..	..	157 0
16 years of age and under 17 years	..	..	44 0	(i) All others of three months' or more experience	..	..	142 0
17 years of age and under 18 years	..	..	77 3	(ii) All others of less than three months' experience	..	..	131 0
18 years of age and under 19 years	..	..	97 9				
19 years of age and under 21 years	..	..	117 6				
PROPORTION (in any place.)							
One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers.							

## PROHIBITION OF EMPLOYMENT.

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

## WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

## TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).				Time of ending (not later than).			
7.30 a.m.	..	..	..	..	..	..	12 noon on Satur'ay.
7.30 a.m.	..	..	..	..	..	..	5.30 p.m. on the other working days of the week.

## OVERTIME.

6. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause 5; or  
 (b) Within such prescribed times, but in excess of 40 hours in any one week—  
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.  
 (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

## HOLIDAYS.

7. (a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All 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.

(d) 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

## TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not effect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

## ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

## SICK LEAVE.

10. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

## PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 (b) are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 15. Provided that the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

15. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 14.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.







# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 844]

FRIDAY, SEPTEMBER 16.

[1949

## Factories and Shops Acts. DETERMINATION OF THE GENERAL BOARD. (Cake Ornament Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
  - Designs for paper patterns or for other paper articles whatsoever.
  - Paper crackers or bon-bons.
  - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
  - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
  - Articles made of feathers, including dress ornaments and boas.
  - Vinegar and yeast.
  - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Renovating carpets;</li> <li>Preparing feathers;</li> <li>Treating flax;</li> <li>Treating pyrites and other metalliferous ores;</li> <li>Mixing seed and making poultry foods;</li> <li>Glass badging;</li> <li>Gold stamping;</li> <li>Ivory working;</li> <li>Show-card and ticket-writing;</li> <li>Manufacturing or preparing—                             <ul style="list-style-type: none"> <li>Abrasive paper or cloth;</li> <li>Asbestos articles;</li> <li>Blue prints;</li> <li>Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;</li> <li>Button badges;</li> <li>Carbon articles;</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Chalk, crayons, or other articles from mineral earth;</li> <li>Cinematograph film;</li> <li>Composition flooring;</li> <li>Cutlery;</li> <li>Artificial flowers and bouquets;</li> <li>Paper articles not subject to any Board heretofore appointed;</li> <li>Honey;</li> <li>Ink or adhesives;</li> <li>Silk or parchment lampshades;</li> <li>Fishing and other nets;</li> <li>Ornaments for cakes;</li> <li>Plaster models;</li> <li>Sporting goods not provided for under any Board heretofore appointed;</li> <li>Surgical instruments;</li> <li>Toys;</li> <li>Watch cases "</li> </ul> |
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has made, in respect of the manufacturing or preparing of ornaments for cakes, the following Determination, namely:—

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

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.			
	s.	d.		s.	d.
1st year's experience .. ..	28	0	1st six months' experience .. ..	22	3
2nd " " " " " " " " " " " "	40	3	2nd " " " " " " " " " " " "	28	0
3rd " " " " " " " " " " " "	54	0	3rd " " " " " " " " " " " "	32	9
4th " " " " " " " " " " " "	72	6	4th " " " " " " " " " " " "	38	9
5th " " " " " " " " " " " "	93	0	5th " " " " " " " " " " " "	43	6
6th " " " " " " " " " " " "	107	3	6th " " " " " " " " " " " "	49	6
7th " " " " " " " " " " " "	114	9	7th " " " " " " " " " " " "	54	3
			8th " " " " " " " " " " " "	61	9
				Males .. ..	131 0
				Females .. ..	73 3

and thereafter the rate prescribed for adults.

**PROPORTION.**

Five male improvers to each male person receiving not less than the rate prescribed for adults.  
Five female improvers to each female person receiving not less than the rate prescribed for adults.

## PROHIBITION OF EMPLOYMENT.

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

## WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

## TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. . . . .	.. 12 noon on Saturday.
7.30 a.m. . . . .	.. 5.15 p.m. on the other working days of the week.

## OVERTIME.

6. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause 5; or  
 (b) Within such prescribed times, but in excess of 40 hours in any one week—  
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.  
 (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

## HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

## TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.  
 (b) In lieu of such 40 working hours' notice except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.  
 (c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

## ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

## REST PERIOD FOR FEMALES

10. Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

## SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.  
 (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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

## PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) 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 16. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.

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# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 845]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Buttons and Buckles Section.)

NOTE.—This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (8) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
 Preparing feathers;  
 Treating flax;  
 Treating pyrites and other metalliferous ores;  
 Mixing seed and making poultry foods;  
 Glass badging;  
 Gold stamping;  
 Ivory working;  
 Show-card and ticket-writing;  
 Manufacturing or preparing—  
 Abrasive paper or cloth;  
 Asbestos articles;  
 Blue prints;  
 Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
 Button badges;  
 Carbon articles;

Chalk, crayons, or other articles from mineral earth;  
 Cinematograph film;  
 Composition flooring;  
 Cutlery;  
 Artificial flowers and bouquets;  
 Paper articles not subject to any Board heretofore appointed;  
 Honey;  
 Ink or adhesives;  
 Silk or parchment lampshades;  
 Fishing and other nets;  
 Ornaments for cakes;  
 Plaster models;  
 Sporting goods not provided for under any Board heretofore appointed;  
 Surgical instruments;  
 Toys;  
 Watch cases"

has made, in respect of the manufacturing or preparing of buttons and buckles other than those subject to the Determination of the Plastic Moulding Board, the following Determination, namely:—

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

No. 845.—8142/49.—PRICE 6D.

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	<i>s. d.</i>		<i>s. d.</i>			<i>s. d.</i>	
1st year's experience	.. 28 3	1st six months' experience	22 0	Males .. .. .	.. .. .	131 0	
2nd " "	.. 38 6	2nd " "	27 9	Females .. .. .	.. .. .	73 3	
3rd " "	.. 52 3	3rd " "	32 9				
4th " "	.. 71 0	4th " "	38 9				
5th " "	.. 90 3	5th " "	43 6				
6th " "	.. 104 0	6th " "	49 3				
7th " "	.. 111 0	7th " "	54 3				
		8th " "	61 9				

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

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PROPORTION (IN ANY PLACE).

*Males.*  
One improver to each male worker receiving not less than the minimum wage.

*Females.*  
Two improvers to each female person receiving not less than the minimum wage.

PROHIBITION OF EMPLOYMENT.

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

HOURS OF EMPLOYMENT.

4. 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.

OVERTIME.

5. (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, or in excess of 40 hours in any week, shall be paid overtime at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed.

(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 of sixteen years of age or over to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

MIDDAY MEAL.

6. (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.

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

HOLIDAYS.

7. (a) All 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) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All 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.

(d) 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.

(e) Any 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.

(f) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

TERMS OF EMPLOYMENT.

8. (a) Except as hereinafter provided, employment shall be on a weekly basis, and notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

Provided that the employment of any person during the first three months of his or her service with the same employer shall be on an hourly basis, and such employment may be terminated by one hour's notice on either side.

## ACCOMMODATION FOR FEMALES.

9. (a) The employer shall provide a suitable seat for females to rest.  
 (b) A rest room shall be provided by every employer of more than ten females. Such room shall contain a suitable couch, two easy chairs, two rubber hot-water bags, and shall be properly lighted and ventilated.

## PAYMENT OF WAGES.

10. (a) Wages shall be paid weekly, not later than Friday, except by mutual agreement between the employer and his employees.  
 (b) Any employee kept waiting for his or her wages on pay day for more than ten minutes after the usual time for ceasing work shall be paid at overtime rates for the time so kept waiting.  
 (c) Where the services of an employee are dispensed with, all wages due shall be paid to him or her on the day of dismissal, or forwarded to him or her by post on the day following.  
 (d) Not more than two days' pay of any employee shall be kept in hand by an employer.

## ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

## SICK LEAVE.

12. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence, evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

15. Employers shall provide boiling water for employees at meal times.

## PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 (b) 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 17. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

17. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.

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VICTORIA  
GOVERNMENT GAZETTE.

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No. 846]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Blue Print Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act* 1936, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
 Preparing feathers;  
 Treating flax;  
 Treating pyrites and other metalliferous ores;  
 Mixing seed and making poultry foods;  
 Glass badging;  
 Gold stamping;  
 Ivory working;  
 Show-card and ticket-writing;  
 Manufacturing or preparing—  
 Abrasive paper or cloth;  
 Asbestos articles;  
 Blue prints;  
 Buttons and buckles other than those subject to the Determination of the Plastic moulding Board;  
 Button badges;  
 Carbon articles;  
 Chalk, crayons, or other articles from mineral earth;

Cinematograph film;  
 Composition flooring;  
 Cutlery;  
 Artificial flowers and bouquets;  
 Paper articles not subject to any Board heretofore appointed;  
 Honey;  
 Ink or adhesives;  
 Silk or parchment lamp shades;  
 Fishing and other nets;  
 Ornaments for cakes;  
 Plaster models;  
 Sporting goods not provided for under any Board heretofore appointed;  
 Surgical instruments;  
 Toys;  
 Watch cases "

has made, in respect of the manufacturing or preparing of blue prints, the following Determination, namely:—

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

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employers.		
Males.		Females.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.		
	s. d.		s. d.		s. d.	Other Parts of Victoria where this Determination Applies.
1st years' experience	28 0	1st six months' experience	22 3			
2nd "	39 6	2nd "	28 0			
3rd "	54 0	3rd "	32 9			
4th "	72 6	4th "	38 9			
5th "	93 0	5th "	43 6			
6th "	107 3	6th "	49 6			
7th "	114 9	7th "	54 3			
		8th "	61 9			
and thereafter the minimum wage.						
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.						
PROPORTION.						
One improver to each person of the same sex receiving not less than the minimum wage.						
				Operators of blue-printing machines—		
				Males—		
				(i) with 3 months' or more experience ..	134 0	131 0
				(ii) with less than 3 months' experience	131 0	128 0
				Females .. .. .	79 3	79 3
				All other persons—		
				Males .. .. .	131 0	128 0
				Females .. .. .	73 3	73 3

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be :—

Time of beginning (not earlier than).	Time of ending (not later than).
7.30 a.m. .. .. .	12 noon on Saturday.
7.30 a.m. .. .. .	5.30 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause 5; or
- (b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7. (a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.

(c) All 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.

(d) 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages, and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

10. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

## PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 (b) are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 15.

Provided that the rates of adult females operating blue-printing machines shall be 65 per cent., and that the rates of other adult females shall be 80 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

15. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the Basic Wage shall be as prescribed in clause 14.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne. 22nd July, 1949.





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No. 847]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Asbestos Articles Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;  
Preparing feathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;  
Chalk, crayons, or other articles from mineral earth;

Cinematograph film;  
Composition flooring;  
Cutlery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lampshades;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases"

has made, in respect of the manufacturing or preparing of Asbestos Articles, the following Determination, namely:—

I. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2.

## WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.					
				<i>Males.</i>					
				<i>s. d.</i>					
Under 17 years of age	..	..	..	29	9	Oven hands	.. .. .	135	0
17 years of age	..	..	..	44	6	Machine attendants	.. .. .	135	0
18 years of age	..	..	..	59	6	All others of 3 months' or more experience	.. .. .	131	0
19 years of age	..	..	..	80	6	All others of less than 3 months' experience	.. .. .	128	0
20 years of age	..	..	..	97	9				
<i>Proportion (in any place).</i>				<i>Females.</i>					
One improver to every three adult employees.				All adults	..	..	..	73	3

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business, or occupation is so unskilled that no person shall be taken as an apprentice.

## WEEKLY HOURS.

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

## TIMES OF BEGINNING AND ENDING WORK.

4. That the times of beginning and ending work shall be:—

Time of Beginning (Not earlier than).	Time of Ending (Not later than).
7.30 a.m. .. .. .	12 noon on Saturday.
7.30 a.m. .. .. .	5.30 p.m. on the other working days of the week.

## OVERTIME.

5. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in Clause 4; or  
 (b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

## HOLIDAYS AND SUNDAY WORK.

6. That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

## TERMS OF EMPLOYMENT.

7. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through and breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

## REST PERIOD FOR FEMALES.

8. That females engaged in any work where the spell of duty exceeds four hours shall be allowed during each morning, an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.

## ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

## SICK LEAVE.

10. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

## PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 (b) are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 15. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

15. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 14.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.







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No. 848]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
  - Designs for paper patterns or for other paper articles whataoever.
  - Paper crackers or bon-bons.
  - Lamp-shades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
  - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
  - Articles made of feathers, including dress ornaments and boas.
  - Vinegar and yeast.
  - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Renovating carpets;</li> <li>Preparing feathers;</li> <li>Treating flax;</li> <li>Treating pyrites and other metalliferous ores;</li> <li>Mixing seed and making poultry foods;</li> <li>Glass badging;</li> <li>Gold stamping;</li> <li>Ivory working;</li> <li>Show-card and ticket-writing;</li> <li>Manufacturing or preparing—               <ul style="list-style-type: none"> <li>Abrasive paper or cloth;</li> <li>Asbestos articles;</li> <li>Blue prints;</li> <li>Buttons and buckles other than those subject to the Determination of the Plastic Moulding Boards;</li> <li>Button badges;</li> <li>Carbon articles;</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Chalk, crayons, or other articles from mineral earth;</li> <li>Cinematograph film;</li> <li>Composition flooring;</li> <li>Cutlery;</li> <li>Artificial flowers and bouquets;</li> <li>Paper articles not subject to any Board heretofore appointed;</li> <li>Honey;</li> <li>Ink or adhesives;</li> <li>Silk or parchment lamp shades</li> <li>Fishing and other nets;</li> <li>Ornaments for cakes;</li> <li>Plaster models;</li> <li>Sporting goods not provided for under any Board heretofore appointed;</li> <li>Surgical instruments;</li> <li>Toys;</li> <li>Watch cases"</li> </ul> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

has made, in respect of the manufacturing or preparing of artificial flowers and bouquets, the following Determination, namely:—

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

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.							(b) ADULTS.	
Males.		Females.					Females .. s. d. Males— Cutters .. 134 0 All others.. 131 0	
Experience.	s. d.	Commencing Age.						
		15 years or under.	16 years.	17 years.	18 years.	19 years.		20 years.
1st year's experience..	27 9							
2nd " " ..	39 6							
3rd " " ..	54 0							
4th " " ..	72 9							
5th " " ..	93 0							
6th " " ..	107 3							
7th " " ..	114 6							
		1st year ..	2nd " ..	3rd " ..	4th " ..	5th " ..		
		s. d. 24 0	s. d. 35 6	s. d. 46 0	s. d. 58 3	s. d. 70 0		
		s. d. 28 0	s. d. 39 0	s. d. 50 3	s. d. 63 0	s. d. 70 0		
		s. d. 31 0	s. d. 43 3	s. d. 55 0	s. d. 70 0	..		
		s. d. 37 3	s. d. 54 0	s. d. 70 0	..	..		
		s. d. 46 0	s. d. 59 0	..	..	..		
		s. d. 54 0	..	..	..	..		

and thereafter the rate prescribed for adults.

**PROPORTION.**  
Two male improvers to each male person receiving not less than the rate prescribed for adults.  
Three female improvers to each female person receiving not less than the rate prescribed for adults.

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).				Time of Ending (not later than).	
7.30 a.m.	..	..	..	..	12 noon on Saturday.
7.30 a.m.	..	..	..	..	5.15 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—  
(a) Outside the times of beginning and ending work prescribed in clause 5; or  
(b) Within such prescribed times, but in excess of 40 hours in any one week—  
shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.  
(c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.  
(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.  
(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

9. Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.  
(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 one hundred and twenty hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

## MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

## TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

## BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

## PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) 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 proscribed by clause 16. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

## Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 6 2 0	s. d. 6 0	£ s. d. 6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

16. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.





# VICTORIA GOVERNMENT GAZETTE.

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No. 849]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(ABRASIVES SECTION.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lamp-shades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets  
Preparing leathers;  
Treating flax;  
Treating pyrites and other metalliferous ores;  
Mixing seed and making poultry foods;  
Glass badging;  
Gold stamping;  
Ivory working;  
Show-card and ticket-writing;  
Manufacturing or preparing—  
Abrasive paper or cloth;  
Asbestos articles;  
Blue prints;  
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;  
Button badges;  
Carbon articles;  
Chalk, crayons, or other articles from mineral earth;

Cinematograph film;  
Composition flooring;  
Cutlery;  
Artificial flowers and bouquets;  
Paper articles not subject to any Board heretofore appointed;  
Honey;  
Ink or adhesives;  
Silk or parchment lamp shades;  
Fishing and other nets;  
Ornaments for cakes;  
Plaster models;  
Sporting goods not provided for under any Board heretofore appointed;  
Surgical instruments;  
Toys;  
Watch cases "

has made, in respect of the manufacturing or preparing of:—

(a) Abrasive paper or cloth;

(b) Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones,

the following Determination, namely:—

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

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers				(b) Other Employees.			
Males.		Females.		Abrasive Paper or Cloth.			
	s. d.		s. d.	Males.		Females.	
1st year's experience	.. 28 0	1st six months' experience	22 3	Machine operators	.. ..	..	137 0
2nd "	.. 39 6	2nd "	28 0	All others	.. ..	..	131 0
3rd "	.. 54 0	3rd "	32 9				
4th "	.. 72 6	4th "	38 9				
5th "	.. 93 0	5th "	43 6				
6th "	.. 107 3	6th "	49 6				
7th "	.. 114 9	7th "	54 3				
		8th "	61 9				

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

(a) Abrasive Paper or Cloth.

One improver to each person of the same sex receiving not less than the minimum wage.

(b) Abrasive Articles (other than Abrasive Paper or Cloth).

Two improvers to the first adult employed, and thereafter one improver to each adult.

PROHIBITION OF EMPLOYMENT.

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

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work for all persons except burners and shift workers shall be:—

Time of Beginning (not earlier than).		Time of Ending (not later than).	
7.30 a.m. ..	.. ..	..	12 noon on Saturday.
7.30 a.m. ..	.. ..	..	5.30 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—(a) By persons employed as burners or shift workers (in excess of 40 hours in any one week) shall be paid for at the rate of time and a quarter.

(b) By other persons employed—

- (i) Outside the times of beginning and ending work prescribed in clause (5); or
- (ii) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

SHIFT WORK.

7. (a) The ordinary hours of shift workers shall not exceed—

- (i) 40 in any week, to be worked in five shifts of 8 hours, on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or
- (ii) 80 in fourteen consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week;
- (iii) 120 in 21 consecutive days, in which case an employee shall not, without payment of overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

(b) Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. No employees except those covered by section 35 of the *Factories and Shops Act 1928* shall be required to work for more than 6 hours without a break for a meal.

(c) Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

(d) Shift workers whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

(e) Subject to this sub-clause, shift workers for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 8 of this Determination. Where shifts commence between 11 p.m. and midnight on Sundays and/or holidays, the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate: Provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

(f) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work, be paid at the rate of double time; or
- (ii) if employed on other shift work, at the rate of time and a half for the first 4 hours and double time thereafter; except in each case when the time is worked—
  - (1) by arrangement between the employees themselves;
  - (2) for the purpose of effecting the customary rotation of shifts; or
  - (3) is due to the fact that the relief man does not come on duty at the proper time.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved, the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift, and at the rate of double time thereafter, except where the employee is required to continue to work on his rostered day off, when he shall be paid double time.

(g) Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop, or for at least six successive afternoons or nights in a six-day workshop, shall be paid at the rate of time and a half.

(h) A shift worker who, during a period of engagement on shift, works only on 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 ordinary working hours.

(i) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

#### HOLIDAYS AND SPECIAL RATES.

8. (a) All 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 Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All 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.

(d) 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 a reasonable excuse for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid at the rate of double time provided that burners employed on Sunday shall be paid therefor at the rate of time and a half.

(f) Burners shall be paid for the full number of hours of the shift worked.

#### ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

#### TERMS OF EMPLOYMENT.

10. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in the circumstances referred to above, the employer may pay 40 hours' wages: and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

#### REST PERIOD FOR FEMALES.

11. Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

#### RESPIRATORS.

12. Respirators must be provided for the use of all employees.

#### SICK LEAVE.

13. (a) No deduction shall be made from the wages of any employee who has had not less than three months continuous service with the same employer and who is unavoidably absent through illness for not more than 40 hours of working time in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(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 of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

#### MEAL PERIOD.

14. A meal period of not less than 30 minutes and not more than 60 minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

#### TEA MONEY.

15. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

#### BOILING WATER.

16. Employers shall provide boiling water for employees at meal times.

#### PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates for males set out in clause 2 (b) 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 18. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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.	
Throughout the State .. .. .	6 2 0	6 0	6 8 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

18 (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in November, 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 November a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.





# VICTORIA GOVERNMENT GAZETTE.

*Published by Authority.*

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No. 850]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE BREAD TRADE BOARD.

NOTES (i).—This Determination applies to the whole of the State of Victoria as follows:—

(a) Clauses 1 to 16 inclusive apply to the Metropolitan District as defined in the Factories and Shops Acts, and the Orders in Council thereunder, and such portion of the Shires of Doncaster and Templestowe (other than the township of Warrandyte) as is not included within the said District; the cities of Ballarat, Bendigo, Chelsea, Geelong, Geelong West, Mildura, Mordialloc, and Warrnambool; the town of Nowtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Merbein; the township of Kangaroo Flat in the Shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the Shire of Strathfieldsaye; such portion of the Shire of Broadmeadows as is south of Somerton-road; the Shire of Dandenong; the Doutta Galla Riding of the Shire of Kellor, and such portion of the Maribyrnong Riding of the said Shire as is within 3 miles of the St. Albans Post Office; the Shire of Mulgrave; such portions of the Shire of South Barwon and of the Moorpanyal Riding of the Shire of Corio as are within a radius of 5 miles of the Geelong Post Office; and portions of the Shire of Werribee as are within a radius of 3 miles of the Altona Post Office and such portions of the Shire of Mildura as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

(b) Clause 1 and clauses 17 to 29 inclusive apply to the whole of the State *outside and excepting* those parts enumerated in the preceding paragraph.

(ii) On 31st May, 1938, the Bread Board, the Country Bread Board, and the Provincial Bread Board, were deprived of the power to "determine the lowest prices or rates of payment for bread making or baking," and such power was conferred exclusively on the Bread Trade Board.

(iii) The Board has prescribed a form of apprenticeship indenture.

(iv) Breadmaking and baking were proclaimed on 12th December, 1938, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

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 trade of bread making or baking" has made the following Determination, namely:—

1. That on the 11th August, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WITHIN THE AREA SET OUT IN NOTE (i) (a).

2 WAGES.—		• Apprentices.		• Improvers.		Other Employees.					
		Per Week of 40 Hours. s. d.			Per Week of 40 Hours. £ s. d.	Per Hour. s. d.					
1st Year—			1st six months ..	2nd .. ..	} 8 5 10	Doughmakers ..	4 9½				
1st six months	.. 40 3	2nd .. ..	3rd .. ..								
2nd .. ..	.. 41 1	4th .. ..	5th .. ..								
2nd Year—		.. 44 2	6th .. ..	7th .. ..							
1st six months	.. 49 6	.. 56 6	8th .. ..								
2nd .. ..	.. 66 10	.. 66 10	and thereafter the minimum wage.								
4th Year—		.. 77 11	PROPORTION (within any factory or place).				Foremen or single hands .. ..	Per Hour. s. d.			
1st six months	.. 91 3	.. 91 3	One improver to every eight workers receiving not less than 18s. 4d. per week of 40 hours.					4 11½			
2nd .. ..	.. 107 6	.. 125 0	and thereafter the minimum wage.			All others engaged in the making and/or baking of bread ..	Ordinary Days.				
5th Year—			PROPORTION (within any factory or place).				Double Days.				
1st six months	.. 107 6	.. 125 0	One apprentice to every three or fraction of three workers receiving not less than 18s. 4d. per week of 40 hours.			Treble Days.					
2nd .. ..	.. 125 0		and thereafter the minimum wage.			Per Hour. s. d.					
PROPORTION (within any factory or place).			and thereafter the minimum wage.			4 8½					
One apprentice to every three or fraction of three workers receiving not less than 18s. 4d. per week of 40 hours.			and thereafter the minimum wage.			4 8½					

\* Except those subject to the jurisdiction of the Apprenticeship Commission.

NOTE.—The rates shown in clause 2 herein include 1½d. per hour for "foremen or single hands" and "all others engaged in the making and/or baking of bread" required to work the hours and times prescribed in clause 16. Pro-rata of this amount has been included in the rates of apprentices and improvers.

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## HOURS OF WORK. (See Clause 16. Limitation of Hours of Employment.)

3. That the number of hours to be worked on each day (including the time spent at the doughmaking necessary for such day's work) shall be:—

	Apprentices.	Other Employees.
Ordinary days .. .. .	7 hours	7 hours
Double days .. .. .	9 "	10 "
Treble days .. .. .	9 "	10 "

## OVERTIME.

4. (a) That any employee (other than an apprentice) who works either—  
 (i) for any time in excess of the number of hours fixed in clause 3, or alternatively,  
 (ii) during any week for any time in excess of 40 hours,  
 shall be paid for such extra time at the wages rate of double time.
- (b) Any apprentice who works for any time in excess of seven hours on an ordinary night or nine hours on any other night shall be paid by the employer for such extra time at the rate of time and a half, calculated on the same rate of pay as the employer may for the time being be obliged to pay to journeymen employed by him in the same trade. Provided, however, that any apprentice during the last year of his apprenticeship may be required to work up to ten hours on a night other than an ordinary night at ordinary rate of pay.

## WEEKLY HOURS.

5. That the number of hours to constitute an ordinary week's work shall be 40.

## TIME RATE.

6. (a) That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary wages rate with an addition of 33 per centum.

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

(b) In addition to any other rate to which he is entitled, any person employed for not more than 20 hours in any one week shall be paid, in respect of each night he is employed, fares from the Trades Hall, Melbourne, to his place of employment and return to the Trades Hall, Melbourne, by the cheapest means of regular rail, tram, or bus service available to him at the times of beginning or ending work as the case may be.

This shall include the fare charged by any available all-night service to employees travelling outside the times of ordinary services.

Provided that this sub-clause shall apply only to work done within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder.

## SPECIAL RATES FOR PUBLIC HOLIDAYS.

7. (a) That payment for all work done on New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or Boxing Day, shall be at the rate of double time; but if by Act of Parliament or Proclamation any other day be substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

(b) When two or more holidays as provided for in sub-clause (a) hereof occur in any one week, an employee shall be paid a full week's wages in addition to any penalty rates to which he may be entitled in such week; provided that any employee covered by this sub-clause who loses time during such week without the approval of his employer, shall be paid pro-rata for the work performed by him in such week.

## UNION REPRESENTATIVE.

8. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

## DEFINITIONS.

9. (a) "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present substantially during the whole of the working hours.

(b) "Double day" shall mean a day on which bread is baked to supply all the employer's customers for two days so as to obviate the necessity for any work being done on the following day.

(c) "Treble day" shall mean a day on which bread is baked to supply all the employer's customers for three or more days so as to obviate the necessity for any work being done on the following two days.

(d) The making of bread shall be deemed to mean each of the following acts:—

- (i) the dividing of bread dough;
- (ii) the weighing of bread dough;
- (iii) the kneading or moulding of bread dough;
- (iv) the placing of bread dough in boxes or tins or on trays.

(e) The baking of bread shall be deemed to mean:—

- (i) the setting of dough in the oven;
- (ii) the withdrawal of bread from the oven.

## ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

## SICK LEAVE.

11. (a) Any employee not attending for duty, who has had not less than twelve months' service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause, service prior to the 28th December, 1944, shall be disregarded.

## REST PERIODS.

12. That on double and treble days, employees shall be allowed two rest periods of ten minutes each which shall be counted as part of time worked. One of such rest periods shall be taken before the meal interval, and the other rest period shall be taken after the meal interval.

## MEAL INTERVAL.

13. That a meal interval of not more than thirty minutes shall be allowed after the completion of not less than 2½ hours' work and not more than 5 hours' work.

## CONTINUITY OF WORK.

14. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

## CLOTHING ALLOWANCE.

15. An employee who works for more than 20 hours in any week for the same employer shall be paid an allowance of three shillings per week towards the cost of laundering and/or maintenance of working clothes; provided an employee who works for less than 20 hours in any week shall be paid sixpence for each night he is employed, with a maximum of 3s. per week.

## LIMITATION OF HOURS OF EMPLOYMENT.

16. No person shall be employed at bread making or baking, as defined in clause 9 hereof, outside the hours specified hereunder, viz. :—

Type of Week.	Sunday.	Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.
1. Ordinary week, i.e., a week in which no holiday occurs during that week or on the following Monday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
2. The week previous to a week in which Monday is a holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	4 a.m. to 4 p.m., 10 p.m. to midnight	Midnight Friday to noon Saturday
3. Week in which Monday is a holiday	..	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
4. Week in which Tuesday is a single holiday	..	Midnight Sunday to noon Monday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
5. Week in which Wednesday is a single holiday	..	4 a.m. to 4 p.m.	Midnight Monday to noon Tuesday	..	4 a.m. to 4 p.m.	Midnight Thursday to 2 p.m. Friday	..
6. Week in which Thursday is a single holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Tuesday to noon Wednesday	..	Midnight Thursday to 2 p.m. Friday	..
7. Week in which Friday is a single holiday and is not followed by a Monday holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Wednesday to noon Thursday	..	Midnight Friday to noon Saturday
8. Week in which Good Friday occurs	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Wednesday to noon Thursday	10 p.m. to midnight	Midnight Friday to noon Saturday
9. Week which follows Easter week-end	..	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
10. Week in which Saturday is a public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
11. The week previous to a week in which Monday and Tuesday are holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m., 10 p.m. to midnight	Midnight Friday to noon Saturday
12. Week in which Monday and Tuesday are holidays	..	..	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
13. Week in which Tuesday and Wednesday are holidays	10 p.m. to midnight	Midnight Sunday to noon Monday	..	..	4 a.m. to 4 p.m.	Midnight Thursday to 2 p.m. Friday	..
14. Week in which Wednesday and Thursday are holidays	..	4 a.m. to 4 p.m., 10 p.m. to midnight	Midnight Monday to noon Tuesday	..	..	Midnight Thursday to 2 p.m. Friday	..
15. Week in which Thursday and Friday are holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m., 10 p.m. to midnight	Midnight Tuesday to noon Wednesday	..	..	Midnight Friday to noon Saturday
16. Week in which Friday and Saturday are holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m., 10 p.m. to midnight	Midnight Wednesday to noon Thursday	..	..
17. Week in which Saturday and the Monday in the following week are holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m., 10 p.m. to Midnight	Midnight Thursday to noon Friday	..

## WITHIN THE AREA SET OUT IN NOTE (I) (b).

17. WAGES.—					
Apprentices.		Improvers.		Other Employees.	
Per Week of 40 Hours.		Per Week of 40 Hours.			
s. d.		£ s. d.			
1st Year—		1st year ..	..	Foremen or single hands ..	4s. 8½d. per hour, or 187s. 6d. per week of 40 hours.
1st six months ..	38 3	2nd .. ..	.. } 7 16 1	Makers or bakers of rye bread, Vienna bread, or rolls	} 4s. 5½d. per hour, or 178s. 4d. per week of 40 hours.
2nd .. ..	39 3	3rd .. ..	..	Doughmakers .. ..	
2nd Year—		4th .. ..	..	Persons not provided for elsewhere in this Determination	
1st six months ..	41 7	PROPORTION (within any factory or place).			
2nd .. ..	47 2	One improver to every eight workers receiving not less than 178s. 4d. per week of 40 hours.			
3rd Year—					
1st six months ..	53 8				
2nd .. ..	63 1				
4th Year—					
1st six months ..	74 0				
2nd .. ..	86 4				
5th Year—					
1st six months ..	101 10				
2nd .. ..	119 1				
and thereafter the minimum wage.					
PROPORTION.					
One apprentice to every three or fraction of three workers receiving not less than 178s. 4d. per week of 40 hours.					

## OVERTIME.

18. (a) That any employee (other than an apprentice) who works in any week for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

(b) That any apprentice who works in any week for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

## WEEKLY HOURS.

19. That the number of hours to constitute an ordinary week's work shall be 40.

## TIME RATE.

20. That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary wages rate with an addition of 33 per centum.

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work.

## UNION REPRESENTATIVE.

21. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein, and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

## SUNDAY WORK.

22. The Board determines, pursuant to the provisions of section 9, Act 4461, that, where a public holiday occurs upon a Tuesday bread may be made or baked on the preceding Sunday after the hour of 8 p.m.

## SPECIAL RATES FOR PUBLIC HOLIDAYS.

23. (a) That double time shall be the rate payable for all work done on New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or Boxing Day; but if by Act of Parliament or Proclamation any other day be substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

(b) When two or more holidays as provided for in sub-clause (a) hereof occur in any one week, an employee shall be paid a full week's wages in addition to any penalty rates to which he may be entitled in such week; provided that any employee covered by this sub-clause who loses time during such week without the approval of his employer, shall be paid pro rata for the work performed by him in such week.

## ANNUAL HOLIDAY.

24. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendment which may be made thereto from time to time.

## SICK LEAVE.

25. (a) Any employee not attending for duty, who has had not less than twelve months' service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 28th December, 1944, shall be disregarded.

**LIMITATION OF HOURS.**

26. No bread of any kind shall be made or baked for trade or sale, whether in the form of loaves, rolls or any other form in any area to which Parts 2 and 3 of the Determination of the Bread Carters Board apply between the hour of twelve noon on the day immediately preceding any holiday prescribed by the said Determination in the said areas and the hour of six o'clock in the evening on such holiday.

**MEAL INTERVAL.**

27. That a meal interval of not more than thirty minutes shall be allowed after the completion of not less than 2½ hours' work, and not more than 5 hours' work.

**CONTINUITY OF WORK.**

28. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

**CLOTHING ALLOWANCE.**

29. An employee who works for more than 20 hours in any week for the same employer, shall be paid an allowance of three shillings per week towards the cost of laundering and/or maintenance of working clothes, provided an employee who works for less than 20 hours in any week shall be paid sixpence for each night he is employed, with a maximum of 3s. per week.

**DEFINITION.**

30. "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present substantially during the whole of the working hours.

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

J. V. WILLOX, Secretary.

Melbourne, 28th July, 1949.

