



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts

DETERMINATION OF THE BAG MAKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 23rd December, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours. Commencing Age.							Wages—Per Week of 40 Hours. Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	38 6	45 9	54 6	84 9	111 6	135 0	1st 6 months ..	39 9	46 9	55 9	65 6	72 3	81 0
2nd 6 months	45 9	54 6	84 9	111 6	135 0	..	2nd 6 months..	46 9	55 9	65 6	72 3	81 0	..
2nd year ..	54 6	84 9	111 6	135 0	..	..	2nd year ..	55 9	65 6	72 3	81 0	..	..
3rd year ..	84 9	111 6	135 0	..	..	..	3rd year ..	65 6	72 3	81 0	..	..	..
4th year ..	111 6	135 0	..	..	..	..	4th year ..	72 3	81 0	..	..	..	..
5th year ..	135 0	..	..	..	..	..	5th year ..	81 0	..	..	..	..	..
PROPORTION.							PROPORTION.						
Males.							Female Improvers.						
One male improver to every three or fraction of three male workers receiving not less than 155s. per week of 40 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 100s. 6d. per week of 40 hours.						
							JUVENILE WORKERS.						
							Two juvenile workers to every six or fraction of six female workers receiving not less than 100s. 6d. per week of 40 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

										Per Week of 40 Hours.
<i>Males.</i>										s. d.
Combination bag-making machine attendant .. .. .	..	..	..	..	..	..	..	..	..	155 0
Repairers by hand .. .. .	..	..	..	..	..	..	..	..	..	155 0
Repairers by machine .. .. .	..	..	..	..	..	..	..	..	..	155 0
Machinist on combination bag-making machine .. .. .	..	..	..	..	..	..	..	..	..	142 0
All others .. .. .	..	..	..	..	..	..	..	..	..	137 0
<i>Females.</i>										
Bag-making machinist .. .. .	..	..	..	..	..	..	..	..	..	104 9
Repairers by hand .. .. .	..	..	..	..	..	..	..	..	..	111 3
Repairers by machine .. .. .	..	..	..	..	..	..	..	..	..	111 3
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—										
1st 3 months .. .. .	..	..	..	..	..	..	..	..	..	81 9
2nd 3 months .. .. .	..	..	..	..	..	..	..	..	..	89 3
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—										
1st 3 months .. .. .	..	..	..	..	..	..	..	..	..	81 9
All others .. .. .	..	..	..	..	..	..	..	..	..	100 6

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

TIME OF BEGINNING AND ENDING WORK.

3. Time of beginning—	Time of ending—
7.30 a.m.	12.30 p.m. on the day on which the half-holiday is observed locally.
7.30 a.m.	6 p.m. on the other five working days of the week.

OVERTIME.

4. (a) All time worked outside the usual times of beginning and ending work in the establishment concerned shall be paid for as follows:—

- (1) Time Workers.—At the rate of time and a half for the first four hours and double time thereafter.
 (2) Pieceworkers shall be paid the ordinary piecework prices for work done and in addition thereto shall receive the following payments:—

- (i) For the first four hours of overtime work an amount equal to one half the amount that a time worker would receive for working the same hours during ordinary working hours.
 (ii) Thereafter an amount equal to the amount that a time worker would receive for working the same hours during ordinary working hours.

(b) 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.

TIME WAGES.

5. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 20 hours be paid—

- (a) in any week in which two or more public holidays occur At the ordinary wages rate, with an addition of fifty per centum.
 (b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum,

and for each hour worked beyond the 20 hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

SUNDAYS AND PUBLIC HOLIDAYS.

6. That double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, Boxing Day, and Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder). Provided that Melbourne Cup Day may be substituted for King's Birthday at the election of the employers.

Provided further, that in any industry or establishment in which a Picnic Day is observed for the majority of the employee, on a working day, such day shall be regarded as the holiday in lieu of the above-mentioned Picnic Day.

(b) An employee absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable cause, or without the employer's consent shall not be entitled to payment for such holiday.

(c) PIECE-WORKERS.—All piece-workers shall be entitled to the same holidays as are granted to time-workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

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 six 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 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. Provided, further, that pieceworkers shall be paid at the same rate as time workers for any such day or days that they are unavoidably absent on account of illness.

(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 80 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 23rd December, 1944, shall be disregarded.

REST PERIOD FOR FEMALES.

10. A rest period of ten minutes, between 9.30 a.m. and 10.30 a.m., and between 2.30 p.m. and 3.30 p.m. each day shall be given to all female employees, without deduction of pay.

TERMINATION OF EMPLOYMENT.

11. Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the 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 in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

RIGHT OF ENTRY OF UNION OFFICIAL

12. The Secretary of the Federated Fodder and Fuel Trades' Industrial Union shall have the right to enter, during the mid-day meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are done, for the purpose of interviewing employees on legitimate Union business.

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	} Plus 10 per cent.	} With 86½ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	.. .. .	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine)	.. .. .	5½d. "	
Machine repairing ordinary bags (employer to provide twine)	.. .. .	4½d. "	
Machine repairing mill or coal bags (employer to provide twine)	.. .. .	11d. "	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	.. .. .	11d. "	
Machine repairers on piecework shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.	.. .. .		
Hand repairing ordinary bags (employee to provide twine)	.. .. .	10d. per dozen.	
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	.. .. .	1s. 6d. "	
Hand repairing wool packs (employee to provide twine)	.. .. .	4½d. each.	

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

14. The Board determines that any employer may fix and pay piece-work rates to any person employed at repairing by machine (employer to provide twine) or by hand (employee to provide twine) bags other than those for which the Board has fixed a piece-work rate, provided that such piece-worker shall be paid in any week, at least the amount payable to a time-worker performing the same class of work for the same number of hours as such piece-worker.

WAITING TIME.

15. All piece-workers kept waiting for work, or any materials, or for repair of machines shall be paid the hourly rate of the corresponding time-worker for such waiting time.

UNIFORMS.

16. Where the employer requires any female employee to wear a uniform, the employer shall supply such uniform free of cost to the employee.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 18. Provided that the wages of improvers, juveniles, and females 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 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 further that the piece-work prices shall be subject to adjustment according to the fluctuations in the basic wage on the following basis:—The percentage difference between 83s. (such amount being the rate provided for a Repairer by Machine—Male—in the Determination which came into force on the 2nd September, 1938), and the amount payable to a Repairer by Machine—Male—after adjustment as hereinbefore provided.

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 4 0	6 0	6 10 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 February, 1950, 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 February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number 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, 9th December, 1949.

