

DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

NOTE.

A notice of appeal to the Industrial Appeals Court has been lodged against certain parts of the Determination.

Section 22 (2), Act 4874, provides that, when an appeal is made in accordance with that Act, the Determination or part thereof appealed against shall not come into operation until the Appeal has been dealt with by the Court.

9492/50.

MEAL MONEY.

5. Where overtime, as in the preceding clause, is performed on any day in the week, an allowance of 3s. 6d. shall be made for meal money, and shall be paid on the day when such work is performed.

SUNDAYS AND HOLIDAYS.

6. Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day and Boxing Day, and within the Metropolitan District Melbourne Cup Day and after 12 noon on Melbourne Show Day. If any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays the rate shall be payable for work done only on the day so substituted. All employees shall be entitled to the abovenamed holidays without deduction of pay.

TIME RATE.

7. 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 the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing sick leave under this Determination.

TERMINATION OF EMPLOYMENT.

8. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

PAY DAY.

9. All wages, overtime, &c., shall be paid not later than Thursday of each week.

NOTICE TO WORK OVERTIME.

10. No employee shall be obliged to work overtime unless he has received at least 24 hours' notice of same.

NOTICE OF INTENTION TO RATION.

11. Where an employer owing to slackness of trade desires to ration his employees, he shall give seven days' notice to each employee of his intention to ration such employee.

ANNUAL LEAVE.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

SICK LEAVE.

13. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

(i) During the first year—3½ hours' ordinary pay for each complete month of service.

(ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st October, 1947, shall be disregarded.

MEAL INTERVALS.

14. One hour shall be given for a meal, between the hours of noon and 3 p.m.

NOTE.—Section 117 (3) of the *Factories and Shops Act 1928* (No. 3377) provides that no person shall be employed in any shop more than five hours without an interval for a meal

BICYCLE ALLOWANCE.

15. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 6d. per day or part thereof for each day on which he is so required to use such bicycle, shall be paid by the employer.

GARMENT ALLOWANCE.

16. Any employee who is required to wear, when at work, a washable outer garment, dust coat, or overall, shall be paid 2s. 6d. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

REFERENCE.

17. On an employee being dismissed or leaving his employment he shall be entitled to a reference showing his period of service and qualifications.

TIME AND WAGES RECORDS.

18. Time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to, each employee, shall be kept by his employer and completed weekly. Such records shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia.

Provided that an inspection shall not be demanded unless the Secretary or other paid official of the Union suspects a breach of the Determination has been committed.

REST PERIOD.

19. A rest period of ten minutes each morning and afternoon shall be granted each employee, such periods are to be counted as time worked.

DEFINITIONS.

20. "Departmental manager" shall mean a person having the control of one or more salesmen, 21 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean and include a person for the time being entrusted with the control or superintendence of a shop or of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said shop or branch shop.

"Outside salesman" shall mean an employee who for at least half the working hours in any week solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

"Assembler" shall mean an employee 21 years of age or over who is engaged in assembling goods for order and despatch from salesmen's and/or travellers' lists or invoices.

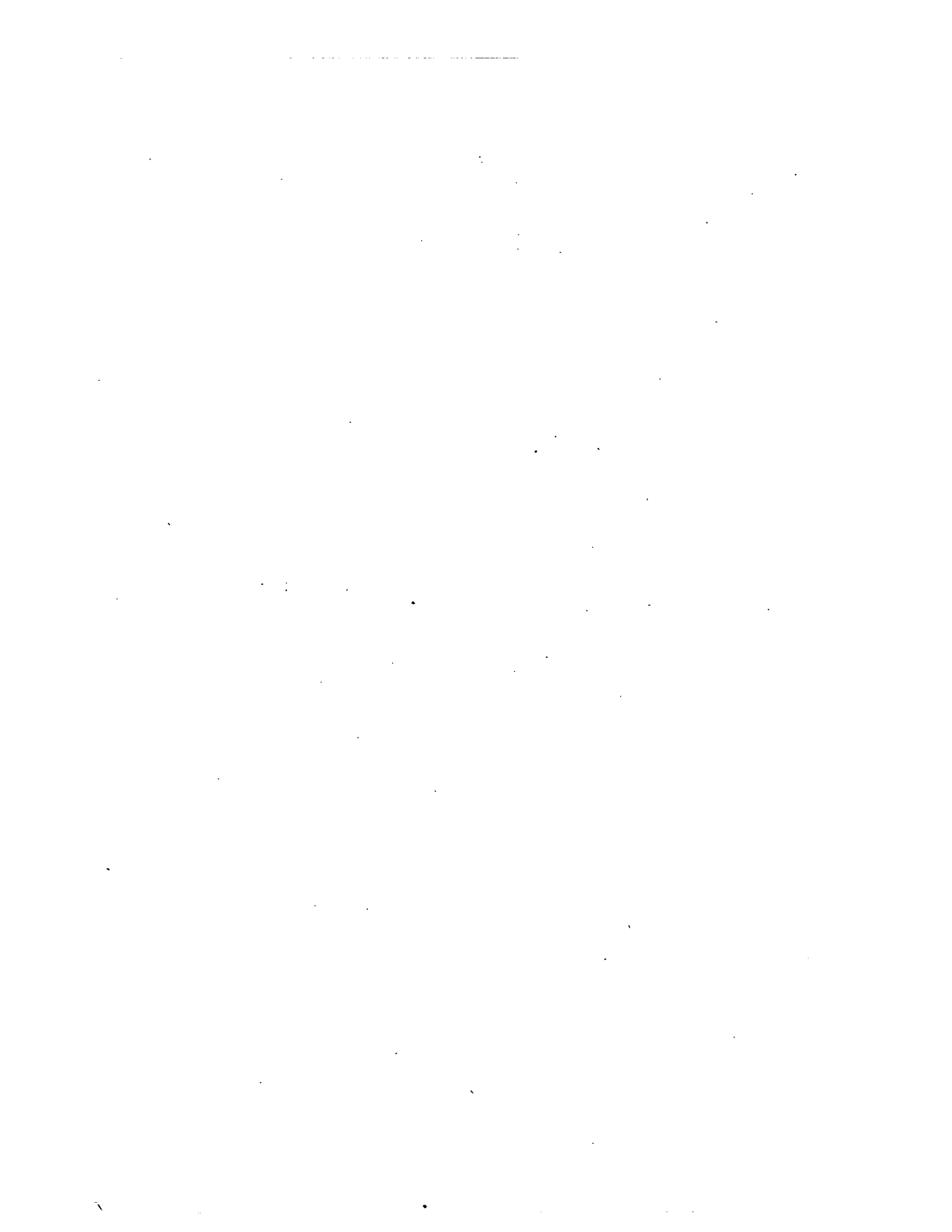
DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

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THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

DETERMINATION OF THE WHOLESALE GROCERS BOARD.

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

(b) On the 23rd December, 1912, the powers of the Wholesale Grocers Board were extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

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 business of a wholesale grocer, including a seller of tea," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 21st September, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.	Wages per week.	ALL OTHER EMPLOYEES.	
		Wages per week.	
	£ s. d.	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.
Under 16 years of age	2 3 6		
16 years of age	2 13 3		
17 " "	3 9 0		
18 " "	4 11 6		
19 " "	5 16 9		
20 " "	7 1 3		
PROPORTION (IN ANY PLACE).			
<i>Apprentices.</i>			
One apprentice to every three or fraction of three workers receiving not less than 165s. per week.			
An indenture of apprenticeship prescribed by the Board was approved on 24.5.1923.			
<i>Improvers.</i>			
One improver to every three or fraction of three workers receiving not less than 165s. per week.			
Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits		£ s. d.	£ s. d.
Leading hand in charge of storemen only—			
10 or more storemen		9 6 6	9 10 0
6, 7, 8, or 9 storemen		9 0 0	9 3 6
1, 2, 3, 4, or 5 storemen		8 11 6	8 15 6
Leading hand in charge of persons other than storemen or of storemen and other persons—			
10 or more persons		9 0 0	9 3 6
6, 7, 8, or 9 persons		8 11 6	8 15 6
1, 2, 3, 4, or 5 persons		8 10 0	8 14 0
Storeman employed singly		8 11 6	8 15 6
All others		8 5 0	8 10 0

NOTE.—"Leading hand" means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

HOURS OF WORK.

3. The number of hours to constitute an ordinary week's work shall be 40, which shall be worked in 5 days Monday to Friday inclusive.

4.

TIMES OF BEGINNING AND ENDING WORK—

Times of Beginning. Not earlier than— 7.30 a.m.	Times of Ending. Not later than— 5.30 p.m.	Monday to Friday inclusive.
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OVERTIME.

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

Outside the times of beginning and ending work in any day	} First two hours—Time and a half, thereafter—Double time.
Within the times of beginning and ending work, in excess of the maximum number of hours prescribed in clause 3 .. .. .		Time and a half.

TEA MONEY.

6. Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed three shillings tea money in addition to overtime rates as prescribed for in this Determination.

TERMS OF ENGAGEMENT.

7. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

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

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

CASUAL EMPLOYEES.

8. Casual employees, i.e., employees engaged for less than two full weeks shall be paid at ordinary wages rate with an addition of thirty-three and one-third per centum.

HOLIDAYS.

9. Employees, provided their services are not required, shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Show Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

SPECIAL RATES.

10. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Show Day, Melbourne Cup Day, 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, then the special rate shall be payable only for the day so substituted.

ANNUAL HOLIDAYS.

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

REST INTERVAL.

12. There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Friday inclusive in each week) for each employee, such time to count as time worked.

CERTIFICATE OF SERVICE.

13. Any worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

PAY DAY.

14. Payment of wages shall be made not later than Thursday of each week and during the ordinary working hours.

SICK LEAVE.

15. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident, shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service;
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) 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 the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

UNION PICNIC DAY.

16. All establishments covered by this Determination shall close and be kept closed on the day fixed as Union Picnic Day.

FIRST-AID OUTFIT.

17. In each establishment the employer shall provide and continuously maintain, at a place reasonably accessible to all employees, an efficient first-aid outfit.

PROVISION OF PIE HEATER AND BOILING WATER.

18. The employer shall provide a pie heater for the use of employees and boiling water at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 20. Provided that the wages of apprentices and improvers 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.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	6 14 0	6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

20. (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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 19.

(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, 6th September, 1950.

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THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

DETERMINATION OF THE BULK GRAIN WORKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons employed in any trade, process, business, or occupation which is subject to the jurisdiction of any Board heretofore appointed) employed in the trade, process, business, or occupation of receiving, weighing, moving, and despatching grain in bulk or in any work incidental thereto at any seaboard terminal", has made the following Determination, namely:—

1. This Determination shall come into force and be operative as from the 7th September, 1950.

2.

WAGES.

(i) *Junior Employees.*

(a) Subject to sub-clause (c) hereof, junior employees shall be entitled to payment as follows:—

Age.	Percentage of the Minimum Wage Prescribed for "Other Employees".	Weekly Wage.
		£ s. d.
16 years	30	2 0 6
17 years	40	3 6 0
18 years	50	4 2 6
19 years	70	5 15 6
20 years	90	7 8 6

(b) A junior employee shall be entitled to the same dust allowance as an adult filling a corresponding position.

(c) A junior employee working in the "Track shed" shall be entitled to be paid the appropriate rate prescribed for a classification under the heading "Other Employees" in sub-clause (ii) hereof.

(ii) *Other Employees.*

	Weekly Employment.	Casual Employment.
	per week. £ s. d.	per hour. s. d.
<i>Group 1.</i>		
Employee watching conveyors and elevators for spillage of grain, operating stop buttons if required; sweeping up floors, cleaning building and equipment comprising conveyor supporting steelwork and grain spouts; doing general maintenance work, and greasing	S 5 0	4 6 ⁹ / ₂₀
<i>Group 2.</i>		
Employee shifting trucks, removing tarpaulins, opening and closing truck doors, pulling bulk grain out of trucks with rakes, sweeping out trucks; watching and moving trippers over storage when directed, including operating signal switches on indicator boards, opening and closing bin inlet covers; moving distributing spouts when directed, including operating signal switches on indicator boards, removing and replacing bin inlet covers; attending cleaning machines and dust-extraction equipment, placing, filling, removing, sewing, and stacking bags of wheat dust and other impurities; cleaning bin walls and bin floors	8 10 10	4 8 ³ / ₄
<i>Group 3.</i>		
Employee in charge of track shed board; working as under-working-house operator in charge of conveyor loading during shipping operations; attending 40-ton hopper scales operating garner and scale-discharge valve levers, traversing poise and balancing weighbeam, operating ticket printer, receiving and despatching dockets and weigh tickets, operating signal switches on indicator board; sampling grain; operating buttons at ship-loading spouts whilst loading a ship	8 16 8	4 10 ³ / ₁₀

(iii) *Leading Hand.*

A leading hand in any section shall be paid 3d. per hour more than the rate paid to employees whose work he is required to supervise.

SEASONAL WORKER'S ALLOWANCE

3. A weekly employee whose employment is terminated by the employer within six successive months of such employment for any cause, other than for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, shall on such termination be entitled to be paid for each week of his period of weekly employment an allowance of five per cent. of the total of—

- (i) so much of his earnings as does not exceed the total basic wage on which each week's earnings were based, and
- (ii) an amount of twenty-five shillings.

DUST ALLOWANCE.

4. In addition to the wage rate prescribed in clause 2 hereof any person employed at the work described hereunder shall be paid an allowance as follows:—

- (i) Track shed employee during wheat receiving operations, employee cleaning out track hoppers, dust-house operator 1s. per hour.
- (ii) Any employee, other than an employee covered by placitum (i), working in the terminal during wheat handling operations 6d. per hour.
- (iii) Any employee working in any portion of the terminal when wheat is not being handled, but when general cleaning down is being effected at the direction of the Superintendent 6d. per hour.

JUNIOR LABOUR.

- 5. (a) No person under the age of 16 years shall be employed at the trade.
- (b) The proportion of junior labour shall not exceed one junior to each eight persons receiving not less than the minimum wage.

ORDINARY HOURS (OTHER THAN FOR SHIFT WORK).

6. The ordinary hours Monday to Friday, both inclusive, shall (except for shift work) be from 8 a.m. to noon and 1 p.m. to 5 p.m., unless otherwise agreed upon between the employer or his representative and a majority of the employees concerned.

The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 16 occur. In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

OVERTIME (OTHER THAN FOR SHIFT WORK).

7. Payment and conditions for all time worked outside ordinary hours shall be as follows:—

- (a) Between 5 p.m. on an ordinary working day and 8 a.m. on the following day time and a half for the first four hours and double time thereafter, such double time shall continue until the employee is relieved from duty for a period of at least eight consecutive hours;
- (b) Before noon on Saturday time and a half for the first four hours and double time thereafter;
- (c) After noon on Saturday double time;
- (d) Periods of work performed before 8 a.m. and after 5 p.m. on any ordinary working day shall be cumulative and paid for at the rate of time and a half for the first four hours and double time thereafter;
- (e) Employees other than shift workers shall be entitled to a meal break of one hour without pay after the expiration of four hours on duty, subject however, to the exception provided in sub-clause (g) hereof;
- (f) Where an employee is required to work outside ordinary hours he shall be paid the appropriate overtime rate as for a minimum period of one hour and where the work exceeds one hour he shall be paid as for not less than half an hour for each subsequent half hour's work entered upon;
- (g) Where an employee is called upon to work through a meal break to finish a ship he shall be paid the appropriate rate plus 2s. 6d. per hour until such time as work finishes or a meal break is allowed. Provided that the minimum rate payable shall be not less than double time.

SHIFT WORK.

8. (a) The employer shall have the right to require any employee to work in shifts where, in the opinion of the employer, it is not reasonably practicable to carry on the operations of the employer without such shift work.

(b) The ordinary hours for a shift shall not exceed eight on any day, Monday to Friday inclusive, and any excess shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(c) Except as provided in sub-clauses (d) and (e) hereof employees engaged on shift work shall be paid the sum of 12s. 6d. per week in addition to the rates prescribed in clause 2 hereof. Provided that such additional rate shall not apply to employees engaged solely upon day work.

(d) Employees engaged on afternoon and night shifts only, that is when they are not changed to day shifts, afternoon shifts, and night shifts in regular rotation shall be paid a sum of 18s. 6d. per week in addition to the rates prescribed in clause 2 hereof.

(e) Employees engaged on day and night shift only shall, for the week in which they are employed on the night shift, be paid a sum of 18s. 6d. per week in addition to the rates prescribed in clause 2 hereof.

(f) Provided that any employee instructed by his employer to change shifts during any week shall be paid an additional 2s. 6d. for each change but not for the change back again.

(g) Employees working on shifts shall be allowed crib time not exceeding thirty minutes in each shift at such times as may be fixed by the employer and such crib time shall be counted as time worked.

SPECIAL RATES FOR PUBLIC HOLIDAYS AND SUNDAYS.

9. (a) Double time shall be the rate for all work done on New Year's Day, Australia Day, Easter Saturday, Easter Monday, Anzac Day, King's Birthday and Boxing Day and all other gazetted or statutory holidays which are observed by the Railways Department so far as goods traffic is concerned in the location where a seaboard grain terminal exists, provided that if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable for work done only on the day so substituted.

(b) Two and a half times the ordinary rate shall be payable for all work done on Sunday, Christmas Day, Good Friday and the days observed at Geelong as Labour Day and Union Picnic Day, provided that if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable for work done only on the day so substituted.

MIXED FUNCTIONS.

10. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked with a minimum of one hour.

TIMES AND PLACES OF ENGAGEMENT.

11. Employees may be engaged at a point adjacent to the track shed. The times for engaging labour at such place shall be between the hours of 7.45 a.m. and 8 a.m., Monday to Saturday inclusive. This clause shall not preclude the right of the employer from engaging employees at another place subsequent to 8 a.m. provided there is insufficient suitable labour available at the pick-up point at that hour.

TERMS OF ENGAGEMENT.

12. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week and whose engagement shall be terminable by one week's notice on either side, such notice may be given at any time (but not continued from week to week) or one week's wages paid or forfeited as the case may be in lieu thereof.

(b) Except for overtime work as provided for in clauses 7 and 9 hereof, a casual employee shall be guaranteed not less than four hours' engagement on any day provided that should his time of commencement be earlier than 12 noon, he shall, if required to work after the midday meal break, be guaranteed at least four hours' work after such break unless he leaves of his own accord before the completion of such period.

(c) Where a weekly employee is engaged to begin work on any day other than the commencing day of a weekly pay period he shall be entitled to be paid at casual rates for the broken portion of the week worked by him.

(d) A weekly employee to be entitled to the weekly wage shall be available ready and willing to perform his usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. Provided that the employer may deduct for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

Where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment but may leave the employment instantly.

(e) Any weekly employee not attending for duty shall lose his pay for the actual time lost unless such employee has had not less than three months' service with the same employer, and produces or forwards within 48 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 40 hours of working time in each year. Provided that he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to worker's compensation. For the purpose of administering this sub-clause "year" means the period between the 1st November, and the next following 31st October.

(f) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's opinion, the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (e) hereof.

(g) Notwithstanding anything contained in sub-clause (e) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to worker's compensation) necessitating his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be re-imbursed by the employer all expenses reasonably incurred in connexion with such attendance.

(h) Notwithstanding anything contained in sub-clause (e) hereof, if the full period of sick leave therein prescribed has not been taken in any year, such portion of the sick leave which was or is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purpose of administering this sub-clause, service prior to the 28th April, 1950, shall not be taken into account.

(i) Where an employee is engaged for broken periods of service in successive years with the same employer, each period including and subsequent to a qualifying period of three months' service shall be added for the purpose of calculating credit of sick leave as prescribed herein.

CASUAL EMPLOYMENT.

13. Subject to the provisions of clause 12 sub-clause (b) hereof, the engagement of any casual employee may be terminated at any moment without notice.

MEAL ALLOWANCE.

14. (a) An employee called upon to work overtime except as provided in clause 7 sub-clause (g) hereof, shall be paid a meal allowance of three shillings for each meal occurring in the overtime period or provided with a meal not to exceed a cost of three shillings for each such meal.

(b) Provided that when it is necessary to work overtime to clear the line, and the work by mutual consent is carried on through the meal hour and does not exceed one hour's duration, the meal allowance is not to be paid.

TRANSPORT.

15. (a) Transport if required at the Geelong Grain Terminal will be provided without charge from the terminal to the corner of Moorabool and Rye-streets, Geelong for all employees who are required to work overtime at the terminal and who cease work at or after 10 p.m. Provided that where the men concerned cannot be transported from the terminal to the abovementioned point in Geelong in sufficient time to enable them to catch their last trams home from Geelong the men shall be provided with transport, if required, to their homes.

(b) Where work is performed on a Sunday at the Geelong Grain Terminal the employer shall provide transport from and to the Belmont Bridge at Geelong.

HOLIDAYS.

16. Weekly employees shall be granted the following holidays without deduction of pay:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, Union Picnic Day, and all other gazetted or statutory holidays which are observed by the Victorian Railways Department so far as goods traffic is concerned in the location where a seaboard grain terminal exists. Union Picnic Day shall be observed on a day to be mutually agreed upon between the Federated Storemen and Packers' Union and the employer concerned.

PAYMENT OF WAGES.

17. Wages of employees shall be paid not later than Friday in each week and shall include payment for all time worked up to and including midnight on the preceding Wednesday. Upon termination of his employment all monies due to an employee shall be paid to him on the day of such termination or forwarded to him by post on the next working day provided that, in the case of a casual employee leaving the job before the completion of his engagement, he shall not be entitled to payment until the next succeeding pay day.

ANNUAL HOLIDAY.

18. 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.

HOT WATER.

19. The employer shall provide free of charge hot water for the use of employees at the midday meal hour.

SMOKE-OHS.

20. Employees shall be entitled to a smoke-oh of 10 minutes in the morning and afternoon and at intervals of two hours during shift or overtime work.

RIGHT OF ENTRY OF UNION OFFICIAL.

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

- (i) That he produces his authority to the employer or his representative;
- (ii) That he interviews employees only at the place where they are taking their meal;
- (iii) That not more than one representative in all be in any establishment at any one time;
- (iv) That no one representative visit an establishment more than once a fortnight;
- (v) That if an employer alleges that a representative is unduly interfering with his establishment or is creating dissatisfaction amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

EMPLOYER TO PROVIDE TOOLS.

22. All tools which employees are required to use in the course of their work shall be provided by the employer.

ORDINARY PAY.

23. For the purposes of this Determination "ordinary pay" shall not include any dust allowance, premium for shift work, overtime pay, or seasonal worker's allowance.

CONSTITUENTS OF WAGES RATES.

24. The wages rates prescribed in clause 2 consist of the following.

	Group 1.	Group 2.	Group 3.
	£ s. d.	£ s. d.	£ s. d.
Needs basic wage	6 14 0	6 14 0	6 14 0
Constant loading	0 6 0	0 6 0	0 6 0
Margin	0 14 0	0 19 10	1 5 8
Special loading	0 3 0	0 3 0	0 3 0
Industry loading	0 8 0	0 8 0	0 8 0
Total weekly wage	8 5 0	8 10 10	8 16 8
Addition for casual work (10 per cent.)	16 6	17 1	17 8
Wage for casual work } Weekly	9 1 6	9 7 11	9 14 4
} Hourly	4 6 ⁹ / ₂₀	4 8 ³ / ₁₀	4 10 ⁷ / ₁₀
(i.e. 1/40th of weekly wage.)			

PERIODICAL ADJUSTMENT OF WAGES.

25. The weekly wages rates in clause 2, (ii), "Other Employees", are based upon the following basic wage, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 26. The hourly rates and rates for junior employees shall be adjusted at the same time as the rates for the said "Other Employees" by adopting the following methods:—

- (i) **Hourly rates.**
The amount of the Needs Basic Wage shown in the table in clause 24 is amended to conform with the variations from time to time. Consequential amendments are made to the total wages for weekly and casual employees, and the adjusted hourly rates ascertained as set out therein.
- (ii) **Junior employees.**
The wages of junior employees shall, in accordance with the table set out in clause 2, conform with the percentages of the minimum wage prescribed for "Other Employees" as adjusted from time to time. Such wages shall be calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	Per Week. £ s. d.	Per Week. s. d.	Per Week. £ s. d.	
Within the areas to which this Determination applies ..	6 14 0	6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1950, the amounts of the Basic Wage shall be as prescribed in clause 25.

(c) During each future successive period beginning with the first pay period to commence in a 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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 1st September, 1950.



VICTORIA
GOVERNMENT GAZETTE.

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No. 793]

THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

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

(ii.) Fibrous Plastering was proclaimed on 17th February, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the *Apprenticeship Regulations* for this trade may be obtained on application to the Secretary, *Apprenticeship Commission, Melbourne.* (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 14th April, 1937, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade or business of—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling;
- (d) preparing material for or making or fixing acoustic tiles moulded into slab form, and having an earth base;
- (e) manufacturing gypsum plaster board;
- (f) fixing gypsum plaster board on walls or ceilings of buildings,"

has made the following Determination, namely:—

A. That as from the beginning of the first pay period to commence on or after the 24th August, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

B. This Part applies to persons other than those employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1.

WAGES.

* Apprentices and Improvers.

The wages of Apprentices and Improvers covered by this Determination shall be the same as those prescribed and adjusted from time to time for Apprentices within the Metropolitan District under the jurisdiction of the Apprenticeship Commission.

PROPORTION (by any employer).

Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 21s. 4d. per week.	(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 21s. 4d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 21s. 4d. per week.

* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of 18 years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYERS.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	204 6	7 10	6 0	218 4
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base	163 5	6 3	3 0	172 8
All others				

EXTRA RATES.

2. (a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 9s. per week additional.

(b) Employees { (i) Demolishing old ceilings, or } shall, whilst employed at either class of work
 { (ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that have collapsed } have 6d. per square yard distributed equally between them, in addition to the ordinary rates.
 { (iii) Employees demolishing or partly demolishing old walls shall have 1½d. per square yard distributed equally between them in addition to the ordinary rates.

PRO RATA PAYMENT.

3. Any person who works less than 40 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

HOURS.

4. The ordinary hours shall be 40 per week to be worked in five days of eight hours each, on Monday to Friday inclusive, between the hours of 8 a.m. and 5 p.m. The lunch break shall be not less than one hour.

OVERTIME.

5. The following rate shall be paid for all work done—
 (a) Outside the hours fixed in clause 4 of this Part }
 (b) Within the hours fixed in clause 4 of this Part } Time and a half for the first two hours and thereafter double time.
 in excess of 40 in any week }

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

ALLOWANCES.

6. The following allowances shall be paid to persons employed outside the employer's usual place of business in connexion with fixing of fibrous plaster, gypsum plaster board, or acoustic tiles:—

(a) For work at a distance of over 30 miles from the "Centre" or for work done at such distance as prevents the employee from returning to his home the same night—

- (i) 12s. 9d. per day extra, with a maximum of 52s. 6d. per week.
- (ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.

(b) For any other work an allowance in lieu of fares and travelling time from and to the "Centre" to and from the place of employment shall be paid as follows:—

	<i>s. d.</i>
Up to and including 12 miles	2 0 per day
Over 12 miles and including 20 miles	2 6 per day
Over 20 miles and including 30 miles	3 0 per day

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

"Centre" shall mean the Flinders-street Railway Station if the employer's usual place of business is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's usual place of business.

MEAL MONEY.

7. Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of 3s. 6d.

SPECIAL RATES.

8. (a) Allowances, as per columns B of clause 1 of this Part, shall be made in addition to the wages set out in columns A of clause 1 of this Part as compensation for time lost on prescribed holidays. Such allowances shall be paid proportionately to the number of hours worked per week.

(b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time; and all work done on a Saturday shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Melbourne Cup Day, 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 double time shall be payable only for work done on the day so substituted.

PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

9. Any employee who has presented himself for work, as requested by the employer or his responsible representative, shall—

- (a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,
- (b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

TRANSPORT AT NIGHT.

10. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

REST PAUSE.

11. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*—No. 5111, and any amendments which may be made thereto from time to time.

HOT WATER IN FACTORIES.

13. During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of running hot water, piped to the tubs for the benefit of employees engaged in hand-mixing plaster in cold water.

GRINDING AND CLEANING TOOLS.

14. When an employee is discharged he shall be allowed a half-hour at ordinary rates for the purpose of grinding, cleaning, and transporting his tools. This clause shall apply only to employees whose tools are in good order when commencing work for any employer.

TRANSMISSION OF SHEETS.

15. In any establishment in which fibrous plaster sheets are manufactured, suitable mechanical means for the transmission of such sheets from casting tables to racks must be provided by each employer.

TERMINATION OF EMPLOYMENT.

16. Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

DRESSING AND DINING ROOM.

17. A room for employees to use as a dressing and dining room, which shall include warming facilities and heating appliances for pre-cooked foods shall be provided at all fibrous plaster establishments.

PAYMENT OF WAGES.

18. (a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter, provided that an employee who is entitled to a half-hour at ordinary rates in accordance with clause 14 of this Part shall be paid at the commencement of such half-hour. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

PART II.

C. This Part applies to persons employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1. WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant	}	£9 19s. (including 6s. shift allowance).
Former attendant		
Former assistant		
Cut off attendant		
Dryer attendant	.. .. .	£9 14s. (including 6s. shift allowance).
All others	.. .. .	£9 4s. (including 6s. shift allowance).

The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only.

All others whose contract of employment covers day work only .. £8 18s.

2. HOURS OF WORK.

(a) Day Workers.

The ordinary hours of work shall be 40 per week to be worked in five days of 8 hours each, Monday to Friday inclusive, between 8 a.m. and 5 p.m. It is a condition of the allowing of a five day week that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime including the working of overtime on Saturday.

(b) Shift Workers on a two shift system.

The ordinary hours of such 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;

or

(iii) 120 in 21 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.

Such ordinary hours shall be worked continuously, except for meal breaks, at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

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

(c) Shift Workers on a three shift system.

The ordinary hours of employees on a three shift system shall not exceed 8 hours per day, or 40 per week, or where the shifts are rostered over two weeks 80 hours in two consecutive weeks, or where the shifts are rostered over three weeks 120 hours in three consecutive weeks, without payment for overtime. Where the roster provides for three shifts of 8 hours being worked in five days a week the commencing time of the first shift shall be 10.30 p.m. Sunday, or at some other hour as may be agreed upon between the employer and the Union.

(d) Shifts to be worked in weekly rotation.

All shifts shall be worked by employees in weekly rotation, otherwise time worked by an employee on afternoon and/or night shift shall be paid for at overtime rates. Provided that by agreement between the employer and the Union the weekly rotation may be dispensed with, or overtime rates need not be paid if the ordinary working hours of an employee do not exceed the hours prescribed in sub-clause (a) of this clause.

(e) Roster to be exhibited.

A roster showing the starting and finishing times of the employees shall be exhibited in a prominent place, accessible to the employees.

OVERTIME.

3. (a) All time worked before the usual starting time or after the usual finishing time, or in excess of the hours prescribed in clause 2 of this Part shall be paid for at the rate of time and a half for the first two hours and double time thereafter. For the purpose of computing overtime each day's work shall stand alone, and all overtime shall be paid for not later than the next following pay day.

(b) Any employee recalled to work after having left the premises shall be paid a minimum as for four hours' work at the appropriate rate.

HOLIDAYS.

4. An employee shall be entitled to be absent without deduction of pay on the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), 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 rates shall be payable only for work done on the day so substituted.

SUNDAY AND HOLIDAY WORK.

5. All time worked on a Sunday or holiday shall be paid for at double ordinary rates of pay, provided that time worked by a shift worker between the usual starting time of the shift and midnight on any Sunday or holiday shall not be deemed to be time worked on the Sunday or holiday: Provided further that where the major portion of a shift is worked on a Sunday or holiday the whole of that shift shall be regarded as having been worked on the Sunday or holiday and paid for as such.

SICK LEAVE.

6. (a) An employee, provided that he produces satisfactory evidence to the employer, shall be entitled to be absent without deduction of pay on account of personal ill health or accident, as follows:—

(i) during the first year of service with an employer—

for three or more, but less than six months' service	eight hours
for six or more, but less than nine months' service	sixteen hours
for nine or more, but less than twelve months' service	twenty-four hours

(ii) during the second and each subsequent year of service forty hours.

(b) Notwithstanding anything contained in 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 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.

MEALS.

7. (a) A day worker shall be allowed a break of not less than half an hour or more than one hour for a meal on each day of the week, Monday to Friday inclusive. The period during which such meal shall be taken when once fixed shall not be altered without seven days' notice being given by the employer to his employees.

(b) Any employee called upon to work during the ordinary meal break shall be paid overtime rates for all such time worked, provided that in the case of emergency, where it is necessary to work up to fifteen minutes after the usual ceasing time for lunch, this provision shall not apply.

(c) In the event of any employee being allowed a period of less than thirty minutes for the purpose of having a meal, no deduction shall be made for time so spent by the employee in having a meal.

(d) A shift worker shall be allowed 20 minutes each shift for crib which shall be counted as time worked: Provided that if requested by the employer the employees shall take their crib in relays so as to avoid stoppage of work.

(e) An employer shall provide the employees with a suitable place, protected from the weather, in which to take their meals.

(f) Employees shall be provided with boiling water or facilities for same.

MEAL ALLOWANCE.

8. Where an employee is required to work overtime in excess of one hour on any day, he shall be paid 3s. 6d. for a meal unless notice to work has been given to such employee on or before the termination of the previous day's work. If notified the previous day that he will be required to work, and he is subsequently informed that he is not required, he shall be paid the sum of 3s. 6d.

PROTECTIVE AIDS.

9. Where necessary employees shall be supplied by the employer with respirators and hand pads.

ANNUAL HOLIDAY.

10. 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.

MIXED FUNCTIONS.

11. An employee engaged for more than two hours on any day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift.

Any employee may be called upon to relieve for periods which do not exceed two hours in any one day or shift and be paid at the rate prescribed for his ordinary classification.

An employee who is required temporarily to perform work for which a lower rate is fixed than that for his ordinary classification shall not suffer any reduction whilst so employed. Provided that any work of less than one week's duration shall be deemed to be temporary.

TIME AND PAYMENT OF WAGES.

12. (a) All wages and overtime shall be paid not later than Thursday in each week. The employer may hold not more than one day's pay in hand.

(b) Where the employment is terminated by the employer, or by the employee after giving one week's notice, before the regular pay time the employee shall be paid all moneys due to him not later than five minutes after the termination of the work.

TERMINATION OF EMPLOYMENT.

13. The employment of an employee may be terminated only by one week's notice or the payment or forfeiture of one week's wages in lieu thereof, provided that the employer may dismiss an employee at any time for misconduct or wilful disobedience and shall be liable for payment only up to the time of dismissal.

GENERAL CONDITIONS.

14. (a) Suitable lavatory accommodation, dressing rooms, and lockers to ensure protection for clothes left therein, shall be provided by the employer for the employees.

(b) Hot and cold showers shall be provided by the employer.

DEFINITION.

15. "Union" means "The Victorian Fibrous Plasterers and Plaster Workers' Union."

STANDING DOWN EMPLOYEES.

16. Notwithstanding any provision elsewhere herein contained any employer may deduct payment for any day an employee cannot usefully be employed because of any strike or any stoppage of work by any cause for which the employer cannot be held responsible.

PART III.

D. This Part applies to all persons covered by this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

1. The adult wages rates set out in clause 1 of Part I., and clause 1 of Part II., are based upon the following basic wage 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 by the same amount and at the same time as such basic wage, as prescribed in clause 2 of this Part.

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 14 0	6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

2. (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, 1950, the amounts of the basic wage shall be as prescribed in clause 1 of this Part.

(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.

3. The holiday allowances in clause 1 of Part I. shall be 1/26th of the corresponding adjustable rates calculated to the nearest penny, half or less than half of a penny in a result to be disregarded.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 11th August, 1950.





VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

DETERMINATION OF THE SLAUGHTERING FOR EXPORT 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 13th October, 1941, has had the power to "determine the lowest prices or rates which may be paid to any person or classes of persons (other than persons subject to the provisions of any Wages Board heretofore appointed) employed in the meat export trade as—

- (a) slaughterers or dressers of sheep, lambs, cattle, pigs, or calves;
- (b) boners, trimmers, or labourers;
- (c) drovers, stockmen, or penners-up;
- (d) skin store workers;"

has made the following Determination, namely:—

1. That on the 21st August, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

42s. 10-5d. plus 1s. 2½d. war loading (total 44s. 0-9d.) per day.

Thereafter until considered competent by the employer—

49s. 3-25d. plus 1s. 2½d. war loading (total 50s. 5-65d.) per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 79s. 0-38d. plus 1s. 3d. war loading (total 80s. 3-38d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 10-025d. plus 1½d. war loading (total 6s. 11-525d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 72s. 2-355d. plus 1s. 1½d. war loading (total 73s. 3-855d.) per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 10½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 10½d. per 100 sheep or lambs.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 3,000 sheep or lambs handled daily per employee and thereafter an additional rate of 9d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee, and thereafter an additional 9d. per 100 sheep or lambs.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 79s. 0-38d. plus 1s. 3d. war loading (total 80s. 3-38d.) per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs i.e. sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—To the daily earnings of each pieceworker (other than learners) the sum of 4s. 7½d. shall be added in accordance with clause 41.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 6-65d. plus 1d. war loading (total 4s. 7-65d.) per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, sawing sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—To the daily earnings of each pieceworker the sum of 4s. 7½d. shall be added in accordance with clause 41.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on .. 72s. 8-47d. plus 1s. 3d. war loading (total 73s. 11-47d.) per 100 calves

Calves 100 lb. and under, skin off .. 103s. 0-68d. plus 1s. 3d. war loading (total 104s. 3-68d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on .. 92s. 4-31d. plus 1s. 3d. war loading (total 93s. 7-31d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off .. 130s. 10-295d. plus 1s. 3d. war loading (total 132s. 1-295d.) per 100 calves

Calves, 151 lb. to 200 lb., skin on .. 110s. 9-11d. plus 1s. 3d. war loading (total 112s. 0-11d.) per 100 calves

Calves, 151 lb. to 200 lb., skin off .. 162s. 1-745d. plus 1s. 3d. war loading (total 163s. 4-745d.) per 100 calves.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

Calf skinners engaged skinning cold calves—

50s. 9-22d. plus 1s. 2½d. war loading (total 51s. 11-62d.) per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—9-606d. per carcass.

For the purposes of the daily tally:—

- A calf up to 64 lb. shall equal 1 calf.
- A calf 65 to 121 lb., shall equal 1½ calves.
- A calf over 121 lb., shall equal 2 calves.

NOTE.—To the daily earnings of each pieceworker the sum of 4s. 7½d. shall be added in accordance with clause 41.

5. (a) Rates of pay to men slaughtering pigs—

Pros.

Machine dehaired—					Total.
Up to 100 lb. 13·138d. per head	} These rates include 4 per cent. war loading.
101 lb. to 200 lb.	..	..	..	.. 17·376d. per head
Over 200 lb.	..	..	..	.. 28·625d. per head
Hand scudded—					
Up to 100 lb.	..	..	..	.. 22·533d. per head
101 lb. to 200 lb.	..	..	..	.. 28·625d. per head
Over 200 lb.	..	..	..	.. 45·626d. per head
If pigs are put through singeing machine	6½d. per head shall be added to the above rates.				

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—To the daily earnings of each pieceworker the sum of 4s. 7½d. shall be added in accordance with clause 41.

RATES OF PAY TO BONERS.

6. Boners may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices, which in respect of beef, mutton, pork, or veal shall not apply until the following daily quota has been completed:—

(a) (i) Beef, 9¼ bodies:

(ii) Mutton, 65 carcasses.

(iii) Veal—

Up to 60 lb., 57 carcasses	} Veal to be ribbed out, or birdcaged.
61 lb. to 120 lb., 38 carcasses	..	..	..	..
121 lb. to 200 lb., 19 carcasses	..	..	..	..

Over 200 lb. to be paid for at beef prices.

(iv) Pork—

- (1) When boned out and rinded and defatted to the satisfaction of the employer—1,900 lb. per day.
- (2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—2,400 lb.

(b) Piece-work prices referred to above are—

(i) Mutton, 10·942d. for each additional carcass in excess of the daily quota.

Rams shall be paid for at double rates whenever done, and in addition an employee shall be paid 1½d. for each carcass ribbed out and birdcaged.

Sheep over 64 lb. to be paid for at rate and a half.

For the purposes of this sub-clause—

- Two flying foxes shall equal one carcass.
- Three trunks shall equal two carcasses.
- Three pairs of legs shall equal one carcass.
- Three pairs of loins shall equal one carcass.
- Three pairs of hind-quarters shall equal two carcasses.
- Five pairs of fore-quarters shall equal two carcasses.
- One trunk with chump attached shall equal one carcass.

(ii) Beef, 5s. 5·652d. and 1s. 4·413d. respectively for each additional body or quarter of beef (all-in-weight) in excess of the daily quota.

Bulls shall be paid for at double rates whenever done.

For the purposes of this sub-clause—

- Five briskets shall equal one-quarter of beef.
- Four clods and stickings shall equal one-quarter of beef.
- Fifteen shins shall equal one-quarter of beef.
- Two necks and blades shall equal one-quarter of beef.
- Two ribs and two briskets shall equal one-quarter of beef.
- Three crops shall equal two quarters of beef.
- Three shoulders shall equal two quarters of beef.
- Three chucks and blades shall equal two quarters of beef.
- Three horses' heads under three ribs, shall equal two quarters of beef.
- Five butts shall equal two quarters of beef.
- Seven briskets with shin attached shall equal two quarters of beef.
- Three butts and rumps shall equal two quarters of beef.
- Three rumps and loins shall equal two quarters of beef.
- Seven briskets and shins with portion of the clod attached shall equal two quarters of beef over 150 lbs. at the rate applying for surplus fores.

Surplus fore-quarters being additional fore-quarters to the full bodies treated, horses' heads over three ribs shall be paid for at the following rates:—

Under 100 lb. 1s. 4·413d. per quarter	} Bone-in-weight.
101 lb. to 150 lb.	..	..	..	.. 1s. 8·119d. per quarter
Over 150 lb.	..	..	..	.. 1s. 9·884d. per quarter

Calves—for each additional carcass in excess of the daily quota—

Up to 60 lb., 10·942d. per carcass	} Veal to be ribbed out, or birdcaged.
61 lb. to 120 lb., 1s. 4·413d. per carcass	..	..	..	..
121 lb. to 200 lb., 2s. 8·826d. per carcass	..	..	..	..

Over 200 lb. to be paid for at beef prices.

For the purposes of this sub-clause—

- Two flying foxes of veal shall equal one carcass.
- Three trunks of veal shall equal two carcasses.
- Three pairs of legs of veal shall equal one carcass.
- Three pairs of loins of veal shall equal one carcass.
- Three pairs of hind-quarters of veal shall equal two carcasses.
- Five pairs of fore-quarters shall equal two carcasses.

(d) Pork—for each additional amount in excess of the daily quota—

- (1) When boned out and rinded and defatted to the satisfaction of the employer—2s. 8·826d. per 100 lb.
- (2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—2s. 1·048d. per 100 lb.

Boners on piece-work shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. Slicers and trimmers may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices which shall not apply until the following daily quota has been completed:—

(a) (i) Beef—fourteen bodies, provided that when work is done on surplus fore-quarters as defined in clause 6 (b) (ii) the quota shall be:—

Under 100 lb.	56 quarters.
101 lb. to 150 lb.	52 quarters.
Over 150 lb.	48 quarters.

(ii) Mutton—130 carcasses.

(b) Piece-work prices referred to above are—

(i) Mutton—4·437d. for each additional carcass in excess of the daily quota.

(ii) Beef—3s. 5·204d. for each additional body in excess of the daily quota provided that when surplus fore-quarters as defined in clause 6 (b) (ii) are done the following prices shall be paid for each additional fore-quarter in excess of the daily quota—

Under 100 lb.	10·301d. per quarter.
101 lb. to 150 lb.	11·093d. per quarter.
Over 150 lb.	12·018d. per quarter.

(iii) Veal—2·53d. for each carcass.

(iv) Pork—to be treated at hourly rates.

(c) Bull beef (excluding surplus fore-quarters) shall be paid for at 50 per cent. above ordinary rates.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

8.

WAGES.

APPRENTICES AND IMPROVERS.

(Solo System only.)

		Weekly Wage.	
		£	s. d.
1st year's experience	.. .. .	5	18 9
2nd "	" .. .	7	12 3
3rd "	" .. .	8	8 9
4th "	" .. .	10	0 2
5th "	" .. .	Minimum wage	

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.						
—	Wages per Day.	—	Wages per Day.					
			Ordinary Daily Wage.	War Loading Daily.	Total Daily Wages.			
	s. d.		s. d.	s. d.	s. d.			
16 years and under		Boners (Beef and Mutton)	50	9·294	1	2 ¹ / ₂	51	11·694
17 years	22 0·4	Head and Feet Boners—						
18 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains						
19 years	26 0·4	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs						
20 years and under		Slicers and Trimmers	42	11·1	0	9 ¹ / ₂	43	8·5
21 years	29 0·4	Sheep Skin classers	47	3·256	0	9 ¹ / ₂	48	0·856
	33 0·8	Labourers trimming, cleaning, scalding, and picking tripe	45	6·5	0	9 ¹ / ₂	46	4·1
	38 0·8	Skin shed labourers	42	11·1	0	9 ¹ / ₂	43	8·5
		Other Labourers	42	6·5	0	9 ¹ / ₂	43	4·1

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

TIMES OF BEGINNING AND ENDING WORK.

9. Skin Shed Labourers—

From Monday to Friday inclusive	7.30 a.m.	5 p.m.
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Boners, slicers, and trimmers, boners' labourers and other labourers may, by mutual arrangement with the employer, commence not earlier than 7 a.m. and not later than 7.30 a.m.

HOURS.

10. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days (Monday to Friday inclusive), provided that employees if required shall work reasonable overtime on such days and on Saturdays for which overtime rates shall be paid and provided further that any employee who fails to work such overtime shall only be paid for the time actually worked.

OVERTIME.

11. All time worked in excess of eight hours on Monday to Friday inclusive and all time worked on Saturday shall be paid time and a half or rate and a half provided that employees required to work on Saturday shall be guaranteed a minimum of two and a half hours work or pay for same at penalty rates.

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

DEFINITION.

12. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, working in the beef house for the purpose of learning the trade.

WAITING TIME.

13. (a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 6s. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within five minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 6s. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

MEAL TIME.

14. (a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

SMOKOS.

15. All employees shall be allowed fifteen minutes smoko between 9 a.m. and 10 a.m., and fifteen minutes smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

GRINDSTONES.

16. An employer shall provide grindstones in the proportion of one grindstone to every twenty slaughtermen employed by him.

WATERPROOF CLOTHING.

17. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers, and to employees engaged cleaning, scalding, and picking tripe. Canvas aprons shall be provided to employees treating offal. Such boots and aprons shall remain the property of the employer.

SPECIAL RATES.

18. Slaughtermen shall be paid double rate and all other employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic 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.

19. (a) All employees shall be entitled to the ten holidays hereinafter mentioned, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, and that they have been in the employ of their present employer during the month immediately preceding such week, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(b) Slaughtermen shall be paid for the holidays mentioned in sub-clause (a) hereof at the average of their daily earnings for the week immediately preceding such holiday, and other employees shall be paid at the ordinary daily rates of pay.

ANNUAL HOLIDAY AND SICK LEAVE.

20. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

(b) For the purpose of this clause 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piecework rates of pay as the case may be.

WORK TO BE PERFORMED.

21. An employee shall perform such work as the employer or his representative shall from time to time require on the days and during the hours usually worked by the class of employee affected.

WEIGHTS.

22. All weights referred to shall mean the frozen weights of animals slaughtered.

SKINS.

23. Skins and hides shall be taken off free from cuts and tears.

TALLY BOARD.

24. Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

PAY DAY.

25. Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

MEAL ALLOWANCE.

26. Employees required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. 6d. in addition to any overtime payment to which they may be entitled.

KNIVES TO BE SUPPLIED.

27. Knives which shall remain the property of the employer shall be supplied under the following conditions to labourers when necessary for the performance of their duties :—

- (i) They shall be returned to the employer on termination of the employment or at the end of the season.
- (ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

RIGHT OF ENTRY.

28. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions :—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative visits the premises at any one time.
- (d) That not more than one representative visits the same premises more than once in a week ; and
- (e) That, if any employer allege that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

29. **ADULT WORKERS.**

Men picking up stock at Newmarket Sale Yards—43s. 5·3d. plus 6d. war loading (total, 43s. 11·3d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—13s. 7·87d. plus 2d. war loading (total, 13s. 9·87d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—15s. 8·77d. plus 2d. war loading (total 15s. 10·77d.), per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—13s. 2·27d. plus 2d. war loading (total 13s. 4·27d.), per trip.

Men droving stock from Newmarket Sale Yards to—

- (a) Western and Murray, Geelong-road, Brooklyn } 42s. 1·9d. plus 6d. war loading
- (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn } (total, 42s. 7·9d.), per trip.
- (c) Sims Cooper Freezing Works, Newport } 49s. 2·3d. plus 6d. war loading
- } (total 49s. 8·3d.), per trip. } if from Newmarket Rail Siding an extra 2s. 6d.

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—74s. 2·92d., plus 6d. war loading (total, 74s. 8·92d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

44s. 1·15d. plus 9³/₈d. war loading (total 44s. 10·75d.), per day.

All others—

42s. 8·9d. plus 7¹/₈d. war loading (total, 43s. 4·1d.), per day.

30. **JUVENILE WORKERS.**

		Wages per Day.
		s. d.
16 years of age and under 17 years of age	.. .. .	22 0·4
17 years of age and under 18 years of age	.. .. .	26 0·4
18 years of age and under 19 years of age	.. .. .	29 0·4
19 years of age and under 20 years of age	.. .. .	33 0·8
20 years of age and under 21 years of age	.. .. .	38 0·8

PROPORTION :—One juvenile worker to every three or fraction of three adult workers.

TIME OF BEGINNING AND ENDING WORK.

31. Monday to Friday Time of Beginning. Time of Ending.
.. .. . 6 a.m. 6 p.m.

OVERTIME.

32. (a) Outside the times of beginning and ending work }
 (b) Within the times of beginning and ending work in excess of 9 hours in any one day or 40 hours } Time and a half.
 in any one week }
 (c) All work done on Saturday }

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

SPECIAL RATES.

33. Employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day; provided that employees called upon to work on any of the aforementioned days shall be paid for a minimum of four hours' work; provided further that men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works shall not be entitled to double time for work done on Sundays.

ANNUAL LEAVE OF ABSENCE.

34. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946, No. 5111*, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

(b) For the purpose of this clause, 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piece-work rates of pay as the case may be.

PAYMENT OF WAGES.

35. Wages shall be paid weekly and not later than Friday.

EXPENSES.

36. The employer shall pay all out-of-pocket expenses reasonably and necessarily incurred by the employee whilst on trips to the country for the purpose of lifting stock.

MEAL ALLOWANCE.

37. Employees required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. 6d. in addition to any overtime payment to which they may be entitled.

RIGHT OF ENTRY.

38. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative visits the premises at any one time.
- (d) That not more than one representative visits the same premises more than once in a week; and
- (e) That, if any employer alleges that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse right of entry.

ALLOWANCE FOR DOGS.

39. An amount of two shillings per day shall be paid by the employer to each drover, stockman, or penner-up towards the maintenance of the dog or dogs (irrespective of the number) used by each such drover, stockman, or penner-up in the course of his carrying out the job or service required by that employer.

ARTICLES TO BE SUPPLIED.

40. The following are to be supplied by the employer and are to remain his property and if not returned when required shall be paid for by the employee:—

- (a) Muzzles for dogs.
- (b) Raincoats to drovers on outside work, and
- (c) Hurricane lamps, when necessary, to drovers.

PERIODICAL ADJUSTMENT OF WAGES.

41. The wages rates set out in clauses 2 to 8 (inclusive), 29, and 30, 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 from time to time in accordance with the variations in the said basic wage as follows:—

- (a) The daily earnings of pieceworkers (except learners) in clause 2 shall be increased or decreased by 2½d. for every 1s. increase or decrease in the basic wage.
- (b) For every 1s. increase or decrease in the basic wage an amount of .048d. shall be added to or subtracted from the daily earnings of pieceworkers for sick leave loading.
- (c) All other rates shall be increased or decreased in proportion to the increase or decrease in the basic wage plus or minus a sick leave loading of .048d. per day for each 1s.

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 14 0	6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

42. (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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 40.

(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 the 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, 25th August, 1950.





VICTORIA
GOVERNMENT GAZETTE.

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THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

NOTE.—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.
2. This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of—

- (a) any article of men's or boys' clothing (whether made to order or otherwise), mercery, or wearing apparel, including underclothing, hats, and caps;
(b) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing," has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence on or after the 15th September, 1950, the last previous Determination of this Board as amended by the Determination of the Industrial Appeals Court dated the 5th day of December, 1949, shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.			Other Employees.		
* Wages per Week of 40 Hours.			* Wages per Week of 40 Hours.		
Age.	Females Employed in Dress, Manchester, Drapery Furnishings, Prints, Silks, or Men's Clothing Departments, and All Males.	Other Females.		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	s. d.	s. d.	Males.	s. d.	s. d.
Under 15 years of age ..	46 0	38 6	Manager (other than department manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop	197 6	194 6
At 15 " " " ..	46 0	38 6	Department manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	187 6	184 6
" 16 " " " ..	55 6	46 0	Person in charge of an order tailoring establishment	191 6	188 6
" 17 " " " ..	71 6	56 0			
" 18 " " " ..	90 0	69 6			
" 19 " " " ..	111 6	80 6			
" 20 " " " ..	139 0	94 0			

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all Juniors.

Apprentices or Improvers.	Other Employees.		
	* Wages per Week of 40 Hours.		
PROPORTION (in any Shop or Place).		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	<i>Males.</i>		
	Pattern-men, assemblers, or salesmen	s. d. 177 0	s. d. 174 0
	Canvassers, who are in any way connected with the sale of goods	180 0	177 0
	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods	180 0	177 0
	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	176 6	173 6
	Packers or storemen	172 0	169 0
	Porters	164 0	161 0
	All others	177 0	174 0
	<i>Females.</i>		
One male apprentice to every three or fraction of three male workers receiving not less than 174s. per week of 40 hours.	Manageress (other than department manageress)—		
	(a) A person (other than a person provided for under (b) hereof) entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, men's clothing, or female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	191 6	188 6
	(b) A person working singly or in control of not more than three salesmen or saleswomen entrusted with the control or superintendence of a shop stocking female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his or her whole time to the management of the said shop	152 0	149 0
One female apprentice to every three or fraction of three female workers receiving not less than 116s. 6d. per week of 40 hours.	Department or section manageress—		
	(a) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing, departments, or section thereof, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof	183 0	180 0
	(b) In control of three or more saleswomen 21 years of age or over in any other department, or section thereof notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof	139 6	136 6
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments	177 0	174 0
	Other saleswomen or pattern women, or assemblers	120 0	117 0
	Packers	162 6	159 6
	Canvassers who are in any way connected with the sale of goods	120 0	117 0
	Porters	162 6	159 6
	All others	120 0	117 0
APPRENTICES.			
<i>Males.</i>			
One male improver to every three or fraction of three male persons receiving not less than 174s. per week of 40 hours.			
<i>Females.</i>			
Two female improvers to one female person receiving not less than 116s. 6d. per week of 40 hours.			
Four female improvers to two female persons, and thereafter—			
One female improver to each additional female person			
Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.			

* The above rates include a war loading of 4s. per week in the case of adult males and proportionate amounts for females and all juniors.

DETERMINATION TO BE AVAILABLE FOR INSPECTION.

3. An employer shall cause to be kept in a conspicuous place, a copy of this Determination, on each floor of a building where work covered by this Determination is being performed. Such copy of the Determination shall readily be available for inspection at any time.

FLOOR SUPERVISORS, FLOOR WALKERS AND/OR SUPERINTENDENTS.

4. Floor supervisors, floor walkers and/or superintendents shall be paid 5 per centum over and above the rate fixed for persons 21 years or over, provided that any person acting as floor supervisor, floor walker and/or superintendent for less than 20 hours in any one week shall not be entitled to the additional 5 per centum.

TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
5. On the usual half-holiday	9-5 a.m.	noon.
On the other working days of the week	9-5 a.m.	5-30 p.m.

OVERTIME.*

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

- (a) By persons (including apprentices and improvers) employed as salesman or saleswomen -
 - (1) Before 9 a.m. Five times the ordinary rate.
 - (2) Outside the times of ending work Double time.
 - (3) Within the times of beginning and ending work in excess of 40 hours Double time.
- (b) By all other persons (1) Outside the times of beginning and ending work Double time.
- (2) Within the times of beginning and ending work in excess of 40 hours Double time.

* NOTE.—Section 117 (2) Act 3677 provides that:—Any person may, if notice in writing has previously been sent to the chief inspector, be employed in any shop or at any work in connexion with a shop for any time not exceeding three hours in any one day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connexion with a shop any such person is so employed shall not exceed twenty-five.

Section 105, however, makes it an offence for an employer to detain an employee later than half an hour on a half-holiday.

NOTE.—Section 174 of the Factories and Shops Acts provide that where any person is employed to perform two or more classes of work to which a rate fixed by a Wages Board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

MEAL MONEY.

7. Any employee required to work after the usual finishing hour of work or before the usual commencing hour of work beyond one hour shall be paid not less than 3s. 6d. meal money in addition to the overtime rates as prescribed for in this Determination.

TERMS OF EMPLOYMENT.**(a) Contract.**

8. A contract of employment (to be signed on the day of commencing duty) as prescribed herein containing the nature of the relevant engagement and specifically stating whether such engagement is for weekly, part time or casual employment shall be signed by the employer (or his representative) and the employee. A copy of the contract of employment shall in each case be given by the employer to the employee at the time of the signing of such contract.

(b) Weekly Employment.

Except as hereinafter provided employment shall be by the week and a weekly employee who is ready willing and available to work the number of hours prescribed herein as a week's work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked not exceeding 40: provided however, that such an employee not attending for duty except as provided by clause 14 (sick leave) hereof shall lose his or her pay for the actual time of such non-attendance.

Provided further that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing sick leave under this Determination.

(c) Part Time.

A weekly employee not ready willing and available to work the full number of hours normally worked by employees of similar classification with the same employer, but who is ready willing and available to work a specified lesser number of hours at his or her own request shall be paid *pro rata* the wages prescribed herein for 40 hours work according to the number of hours worked: provided that the proportion of part time employees in any shop shall not exceed one for each three or fraction of three engaged as weekly employees.

(d) Casual Employment.

Where a person is ready willing and available to work the number of hours required by an employer such being less than the number of hours prescribed herein as a week's work he or she shall be paid as follows:—

For time worked up to the first 20 hours—

1. In any week in which two or more Public Holidays occur at the ordinary wages rate plus 50 per cent.
2. In any other week at the ordinary wages rate plus 33½ per cent.; with a minimum payment as for four hours' work on any day, and for time worked beyond the 20 hours aforesaid—the ordinary wages rate: provided that the total amount payable, excluding any overtime, shall not exceed the wage prescribed for a week's work.

(e) Contract of Employment.

I, of hereby agree to accept
(Employee's full name.) (Address)
the position of as a at a commencing wage
(Nature of Employment.) (Weekly, part time, or casual employee.)
of (per week, per hour, etc) and I, hereby agree to the said
(Employer or Employer's Representative.)
employment on the above-mentioned terms.

Dated 19

Signed by the said Employee

Signed by the said Employer

(f) Provided always that any employee who under his contract of employment is required to work less than 25 hours per week, but who is required to work for any period during a Friday or a Saturday shall be deemed a casual employee and any employee who under his contract of employment is required to work less than 20 hours per week or in any week shall be deemed a casual employee and paid accordingly.

MEAL INTERVALS.

9. All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals viz:—

From Monday to Friday, one hour for lunch between noon and 3 p.m.

REST PERIOD.

10. All employees shall be allowed two rest intervals on each day (Monday to Friday inclusive) as follows:—(a) The first of ten minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

TERMINATION OF EMPLOYMENT.

11. Except in a case where an employee or an employer has been guilty of misconduct, or where an employee has been engaged temporarily for a period not exceeding six weeks in duration, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited, as the case may be, in lieu thereof.

NOTICE OF INTENTION TO RATION.

12. Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

SICK LEAVE.

14. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service;
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) 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 the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

15. The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—

Sunday Double time.

New Years Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, Boxing Day, and after 12.30 p.m. on Show Day in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946* as are within the area to which this Determination applies. Double time.

Easter Saturday—

(a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne Five times the ordinary rate.

(b) In all other places where this Determination applies Double time.

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.

16. A weekly employee shall be entitled to the Public Holidays mentioned in clause 15 without deduction of pay.

BICYCLE ALLOWANCE.

17. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 1s. 6d. per week in addition to the ordinary wage shall be paid to such employee.

REFERENCE.

18. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

TIME AND WAGES RECORDS.

19. An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia. Provided that an inspection shall not be demanded unless the Secretary or other paid official of the union suspects that a breach of the Determination has been committed.

PAYMENT OF WAGES.

20. All wages due shall be paid not later than Thursday in each week, and must be paid during working hours.

21. Any party to this Determination shall have leave to apply to the Industrial Appeals Court for a revision of clause 8 of this Determination at any time and from time to time after the expiration of six months from the date of its Determination of the 5th December, 1949.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages 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 by the same amount and at the same time as such Basic Wage as prescribed by clause 23.

Provided that the wages of employees receiving less than the amount of the total basic wage shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded, provided further that the rates prescribed for adult females outside the Metropolitan District shall in each case be 3s. less than the appropriate rates prescribed within such District.

Basic Wage.

Place.	Needs Basic Wage. (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	6 14 0	6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

23. (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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 22.

(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.

A. V. BARNS, J.P., Chairman.
J. W. RYAN, Secretary.

Melbourne, 31st August, 1950.



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THURSDAY, OCTOBER 5.

[1950

Factories and Shops Acts.

DETERMINATION OF THE ROOFING TILES BOARD.

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

(ii) The Pottery Board previously covered these employees, but by Orders in Council dated the 11th June, 1946, and the 26th November, 1946, it was deprived of such powers, and some were conferred upon the Roofing Tiles Board.

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—

(i) the process, trade, or business of making roofing tiles (other than roofing tiles made of cement), and all accessories for such roofing tiles; air vents, chimney pots, agricultural pipes, terra cotta lumber, and flower pots;

(ii) the digging of clay incidental to the manufacture of the above-mentioned articles".

has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence on or after 19th September, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a) **(1) APPRENTICES OR IMPROVERS.**

MALES.

Wages per Week of 40 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults	33 9	1 3	2 3	37 3
15 years of age		39 0	1 6	2 9	43 3
16 " "		45 0	1 6	3 3	49 9
17 " "		53 9	1 9	3 9	59 3
18 " "		72 3	2 6	5 0	79 9
19 " "		85 3	3 0	6 0	94 3
20 " "		105 0	3 9	7 3	116 0

FEMALES.
Wages per Week of 40 hours.

	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.
Under 15 years of age	33 3	1 3	2 3	36 9
15 years of age	38 0	1 3	2 9	42 6
16 " "	43 9	1 6	3 0	48 3
17 " "	46 9	1 9	3 3	51 0
18 " "	53 0	1 9	3 9	58 6
19 " "	60 9	2 0	4 3	67 0
20 " "	67 0	2 3	4 9	74 0

(b) Notwithstanding anything contained in the schedules of rates prescribed in sub-clause (a) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 3d.

Proportion (in any factory or place).

Apprentices.

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

Improvers.

Such number of male improvers as shall not, together with apprentices, exceed in the aggregate, two to every four, or fraction of four male adult weekly workers receiving not less than the minimum wage.

Such number of female improvers as shall not, together with apprentices, exceed in the aggregate, two to every five, or fraction of five female adult weekly workers receiving not less than the minimum wage.

(II) ALL OTHER EMPLOYEES.

MALES.

Wages Per Week of 40 Hours.

	s. d.
Burner	168 0
Burner's Assistant	164 0
Damperman and/or kiln cleaner	161 0
Clayhole man working underground in shaft and/or tunnel (Employer to provide tools)	173 0
Faceman or man drilling or using explosives in quarry of face 25 feet or less	175 0
All other facemen	177 0
All other clayhole men including men digging and/or wheeling raw lump clay (Employer to provide tools)	167 0
Drawer	167 0
Setter	171 0
Mouldmaker (including plaster die making)	171 0
Flower pot, or flower pot saucer throwers	171 0
Maker on press (screw or lever type)	167 0
Hand presser and moulder	171 0
Crusher or grinding pan attendant	167 0
Loftman	164 0
Man sorting roofing tiles	164 0
Packer into rail trucks	164 0
Man feeding and/or taking off tile press	167 0
Tile feeder's assistant	161 0
Man carrying or wheeling into or out of kiln or to or away from kiln	164 0
Racker or wheeler who also racks	164 0
Other tile wheeler	161 0
Dresser or trimmer (dry tiles)	161 0
Waste-man or other unskilled man	161 0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger)	171 0
Wire cut attendant, column man, and/or off bearer from a wire cut machine	164 0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection)	167 0

FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

TIME OF BEGINNING AND ENDING WORK.

3. For all persons except burners and other shift-workers :—

Time of Beginning.	Time of Ending.
7.15 a.m.	noon on Saturday or the day on which the half holiday is locally observed.
7.15 a.m.	5 p.m. on the other five working days of the week.

OVERTIME.

4. *(a) By persons employed as burners in excess of 8 hours on any one shift and 40 hours in any one week Time and a half.

*(b) By any other person :—

- (i) Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work Time and a half.
- (ii) Outside the hours fixed as the time of beginning and ending work Time and a half.

For the purpose of calculating overtime in placitum (b) (i) all overtime shall be on a weekly basis, and time lost because of :—

- (i) sick leave prescribed in clause 11 hereof.
- (ii) any of the holidays prescribed in clause 9 hereof,
- (iii) absence, for any reason, with the approval of the employer, or
- (iv) being stood down by the employer for any reason other than misconduct,

shall be regarded as having been worked.

* Provided that where a burner is required within eight hours of commencing or finishing a shift as a burner to do any work for which a rate other than that prescribed for a burner is fixed, he shall be paid for such shift work as a burner and for such other work as follows :—(i) For the first eight hours worked, whether at burning or such other work, ordinary pro-rata payment according to the class of work done; (ii) For the hours worked in excess of the first eight hours referred to in (i) hereof whether at burning or otherwise, payment for such excess at the overtime rate prescribed for such work.

A burner shall be paid for the full number of hours of the shift worked.

EXTRA RATES FOR SHIFT WORKERS (INCLUDING BURNERS).

5. An addition of ten per cent. to the ordinary rates prescribed in clause 2 hereof for the occupation concerned shall be payable to shift workers for any work, including overtime, performed by them between 6 p.m. and 6 a.m.; and any extra payment, as prescribed in clause 4 hereof, for overtime performed by such workers between the said hours, shall be calculated on the aforesaid ordinary rates.

ALLOWANCES.

6. (a) Any burner or burner's assistant using coal or mixed fuel, not including oil, gas, or briquettes solely, shall be paid an allowance of 5s. per week. Such allowance shall not be taken into account in computing overtime, or the extra rates for shift workers prescribed in clause 5 hereof.

(b) Burners, drawers, wheelers from kiln, clayhole men, and damper men shall receive an allowance of 3d. per day or part thereof for wear and tear of boots.

SPECIAL RATES.

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

HOLIDAYS.

8. (a) All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day;

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

TERMINATING EMPLOYMENT IN RELATION TO A HOLIDAY.

(b) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

MIXED FUNCTIONS.

9. On any day or shift any employee (other than a burner) required to perform work of a higher grade, shall be paid, whilst so employed, the wages attaching to such higher grade, provided that in the case of any such employee being required to perform the work of a higher grade for more than one half the number of hours fixed for a week's work he shall be paid at the higher rate for the whole of the week. In the case of any employee being required to perform the work of a lower grade than that to which he is classed, he shall not suffer any reduction of pay by reason only of his working temporarily out of his grade. Such work shall not be considered temporary if it continues for more than one week.

ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

SICK LEAVE.

11. (a) Where an employee has been in the industry for a period of not less than three months immediately prior to his or her becoming disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he or she shall, on account thereof, be entitled without deduction of pay at ordinary rates, to absent himself or herself from work for a period not exceeding in the aggregate four days in any year of employment in the industry.

(b) For the purpose of administering sub-clause (a) hereof an employer may, within two weeks of the employee entering his employment, require such employee to make a sworn declaration or provide other satisfactory evidence as to what paid sick leave of absence he or she has had from any employer within the industry during the previous twelve months.

(c) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed therein is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year up to a period not exceeding twenty days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

(d) For the purpose of administering sub-clause (c) hereof, service prior to the 1st July, 1943, shall be disregarded.

MORNING TEA INTERVAL.

12. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

TEA MONEY.

13. An allowance of 2s. for tea money, shall be made where work extends for more than two hours beyond the usual time of ending work.

Any such allowance shall be made prior to the meal interval on the day on which such overtime is worked.

WET PLACES.

14. An employee who is required to work in water and/or slurry of two inches or more in depth shall be paid an additional 3d. per hour whilst so required to work.

CRIB TIME.

15. A crib time not exceeding 30 minutes in a working shift of 8 hours shall be allowed clay hole men working underground in shaft or tunnel at a depth of 100 feet or over from the surface. Such crib time shall be counted as time worked.

PAYMENT OF WAGES.

16. Except where otherwise mutually agreed between an employer and an employee wages due shall be paid before the usual finishing hour for the day, and not later than Friday in each week.

DIRTY WORK.

17. Where an employee is engaged on work which the employer, or in his absence his accredited representative, agrees is of an unusually dirty or offensive nature, he shall be allowed reasonable time off during working hours to enable him to cleanse himself by means of a shower, or other washing facilities reasonably sufficient to accomplish such purpose.

DEFINITION.

18. Burner's assistant is an employee (exclusive of a regular burner) who works with and assists a burner in the operation of burning a kiln.

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

19. The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

FIRST-AID ROOM.

20. In any establishment with more than five employees the employer shall provide a cubicle or room for the sole purposes of treating injuries. Such cubicle or room shall be equipped with adequate first-aid facilities, and a stretcher.

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

Articles.	Quantities to be Kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water ..	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	} An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

PERIODICAL ADJUSTMENT OF WAGES.

21. 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 22. Provided that the wages of Apprentices or Improvers shall be adjusted proportionately to adjustments of the basic wage. Such adjustments shall be computed to the nearest 3d., half or less than half of 3d. 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.	
Victoria	6 14 0	6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (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, 1950, the amounts of the Basic Wage shall be as prescribed in clause 21.

(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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 4th September, 1950.