VICTORIA

GOVERNMENT GAZETTE.

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No. 810] THURSDAY, OCTOBER 19. [1950

Factories and Shops Acts.

DETERMINATION OF THE PLUMBERS BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) Plumbing and Gasfitting were proclaimed as Apprenticeship Trades under the *Apprenticeship Act* 1928 for various parts of the State as follows :—

(*a*) Metropolitan District, 10th October, 1928;

(*b*) City of Ballarat, and the Borough of Sebastopol, and the Cities of Geelong and Geelong West, the Town of Newtown and Chilwell, and the Moorpanyal riding of the Shire of Corio, 23rd March, 1938;

(*c*) The remainder of the State, 26th July, 1949.

Full particulars of the Apprenticeship Regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 *Russell-street, Melbourne, C.*2.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, since the 24th April, 1939, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in any plumbing work (including electrical or gasfitting) or employed in fixing any material used instead of metal for pipes, guttering, or roof covering (other than slates or tiles) in connexion with the erection or repair of buildings"—has made the following Determination, namely—

That as from the 10th August, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

(*a*) Apprentices (other than those covered by the Apprenticeship Commission).

—	Adjustable Wage.	Loading.	Total Wage.
	s. d.	s. d.	s. d.
1st year ..	40 6	2 8	43 2
2nd year ..	54 0	5 4	59 4
3rd year ..	74 0	8 0	82 0
4th year ..	105 6	10 8	116 2
5th year ..	137 0	13 4	150 4
6th year ..	167 0	16 0	183 0

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £10 13s. 10d. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

Improvers.*

	s. d.
1st year	53 9
2nd year	69 3
3rd year	89 4
4th year	134 3
5th year	174 11

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four
Two improvers to fifteen
Three improvers to thirty
and thereafter one additional improver to every seven additional
} workers receiving not less than £10 13s. 10d. per week.

*The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

No. 810.—8569/50.—PRICE 6D.

(b) OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—		
Over 130° F.	14 17 10	7 5¼
115° F., but not exceeding 130° F.	14 1 0	7 0¼
50° F. or lower	14 17 10	7 5¼
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	12 19 4	6 5¾
(c) Lead burning or at lead work connected therewith ..	12 2 6	6 0¾
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) ..	10 18 3	5 5½
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	10 18 3	5 5½
(f) At any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main or service laying) ..	10 18 3	5 5½

(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.

Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—		
Over 130° F.	14 13 5	7 4
115° F., but not exceeding 130° F.	13 16 7	6 11
50° F. or lower	14 13 5	7 4
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	12 14 11	6 4¼
(c) Lead burning or at lead work connected therewith.. ..	11 18 1	5 11½
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power) ..	10 13 10	5 4¼
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering ..	10 13 10	5 4¼
(f) At any other plumbing or gasfitting (but not including the fixing of gas mantles, or gas main or service laying) ..	10 13 10	5 4¼

NOTE.—See clause 9 of this Part *re* casual rate, and clause 5 *re* ship work.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

ALLOWANCES.

2. The following allowances in addition to wages rates shall be paid to a person employed—

(i) On work requiring a swing scaffold, swing seat, or rope, or on a ladder exceeding 25 feet in height; or
(ii) Clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing, and putting same in proper order; or
(iii) On work in any confined space other than in a ship; or
(iv) On work in wet places, other than in a ship

} 1s. for the first four hours or any portion thereof, and 3d. for each hour thereafter on any day.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

2A. (a) Subject to sub-clauses (b) and (c) hereof the following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

	s. d.
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

(b) In the case of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof 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.

(c) In all cases other than provided for in sub-clause (b) hereof if the employer provides or offers to provide transport free of charge, 1s. 4d. per day travelling allowance shall be paid: Provided that this sub-clause shall not operate if the employee is transported in the employer's time.

(d) Where fares are necessarily incurred on distant jobs, as defined in clause 3 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

(e) Sub-clauses (a), (c), and (d) of this clause shall not operate when an employee is employed on maintenance work at his recognized centre.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

3. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	s. d.
For less than a full week	12 9 per day
For a full working week at the rate of	52 6 per week

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 2 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary: Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week-end after three months of continuous service and thereafter at three-monthly periods, he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(d) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment, to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

Definition.

4. "Centre" shall mean the employer's usual place of business.

Ship Work.

5. (i) All work done on a ship of any class—

(a) whilst it is under way; or

(b) in wet places or confined spaces; or

(c) in a ship which has done one trip or more, in oil fuel tanks, in bilges under engine-room or stokehold or on soil pipes—shall be paid for at the rate of 8d. per hour in addition to the ordinary wage.

(ii) For the purposes of this paragraph—

"Wet Place" means one in which the clothing of the workman necessarily is wetted to an uncomfortable degree, or one in which water accumulates underfoot to a depth exceeding two inches.

"Confined Space" means one of which the dimensions are such that the workman must work in a stooped or cramped position, or without adequate ventilation, or where confinement within a limited space is productive of unusual discomfort to him.

(iii) Should the employer and the workman be unable to agree whether or not any work done by the latter is such as entitles him to the additional wage provided by this paragraph, the question is to be submitted to a Referee, chosen by the parties, whose decision will be binding on both of them. In the event of the parties being unable to agree on a Referee, application is to be made to the Secretary of the Department of Labour of the State of Victoria to appoint an Inspector to determine the matter in dispute, and the decision of such Inspector will be binding on both of them.

Ordinary Week's Work.

6. The ordinary hours for a week's work shall be 40 which shall be worked in five days (Monday to Friday inclusive) of 8 hours each.

A meal break of not less than 42 minutes shall be allowed each day between noon and 2 p.m.

Times of Beginning and Ending Work.

7. The ordinary times of beginning and ending work shall be between the hours of 7.30 a.m. and 5.30 p.m.

Overtime.

8. Overtime shall be paid for as follows—

(a) Outside the hours fixed in clause 7 of this Part—

(i) Before the time of beginning work	Double time.
(ii) After the time of ending work	Time and a half for the first hour and double time thereafter.

(b) Within the hours fixed in clause 7 of this Part in excess of 40 hours in any week—

First hour	Time and a half.
Thereafter	Double time.

NOTE.—Work done on a Saturday shall be deemed to be outside the times of beginning and ending work, and be paid for as prescribed in sub-clause (a) (ii) hereof.

Provided that all work performed on a Saturday, Sunday, or Public Holiday, and for which prior notice has not been given, shall be deemed to be a recall to work in accordance with the provisions of sub-clause (d) of this clause.

(c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time, and commenced prior to midnight shall be entitled to be absent until he has eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

If, on the instructions of his employer, any employee resumes work without having had such eight hours off duty, he shall be paid at double rates until he is relieved from duty to take such rest period and he shall then be entitled to be absent until he has eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(d) An employee recalled to work overtime after leaving his employer's business premises shall be paid at the appropriate rate for such work with a minimum of four and a half hours' pay at the ordinary rate for each time he is so recalled.

(e) An employee shall not be compelled to work for more than six hours without a break for a meal.

(f) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 2s. and 2s. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.

(g) An employee working overtime after the evening meal break shall be allowed a crib-time of twenty minutes after each four hours of overtime work, if the employee continues work after such crib-time. Such crib-time shall be paid for at the ordinary rate.

Casual Labour.

9. Casual employees (i.e. persons employed during the week for not more than one-half maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary rate hourly with an addition of 10 per centum.

Special Rates for Sundays and Public Holidays.

10. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (by persons not subject to *Anzac Day Act* 1928), King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovementioned holidays, the special rates shall only be payable for the day so substituted.

Employee Attending for Duty.

11. When an employee in accordance with directions given by an employer or his responsible representative, attends for duty at the place so directed, but his services are not required, such employee shall be paid 5s. and an amount equal to the fares to and from such place: Provided that where on any day work is commenced and is stopped before noon owing to wet or inclement weather, the employee shall be paid up to noon and then released from further attendance on that day. Where owing to wet or inclement weather work is stopped after noon, the employee shall be paid up to the time at which work usually ends.

Tools and Appliances.

12. That if any employee is required to provide any or all of the following tools or appliances:—

Caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrils, dummies, metal pots, pipe cutters, plumbing irons, rachets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vyces—

1s. per hour in addition to the ordinary rates fixed by this Part shall be paid by the employer.

Damage to Clothing and Tools.

13. Compensation to the extent of the damage sustained shall be made where, in the course of the work, clothing or tools are damaged or destroyed by fire or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Day for Payment of Wages.

14. Wages, allowances, and other monies due, shall be paid not later than the time of ceasing work on Thursday of each working week. On termination of employment by the employer, all wages, allowances, and other monies shall be paid at the time of dismissal. The employee shall not be deemed to have ceased employment until he has been paid.

Rest Period.

15. There shall be a rest period of ten minutes from the time of ceasing to the time of the resumption of work, between the hours of 9 a.m. and 11 a.m., without deduction of pay.

Supply of Hot Water.

16. The employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at meal times and during the morning rest period.

Annual Holiday.

17. 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.

Additional Annual Leave and Sick Leave.

18. When it is a constant condition of employment that an employee is continuously required to work, or on call for work, on week ends (i.e., Saturdays and Sundays) such employee shall be entitled to:—

(*a*) one week's additional annual leave with pay, and

(*b*) payment for a maximum of forty hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum payment of 120 hours for sickness.

For the purposes of sub-clause (*b*) hereof service prior to the 1st July, 1945, shall be disregarded.

Time off Following Accident.

19. 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 workers' 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 time (not exceeding four hours) so occupied on the day of the accident and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

Termination of Employment.

20. 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. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

Part II.

This Part applies to all persons employed by Gas Companies.

1. Wages.

Nature of Employment.	Wages Per Week of 40 Hours. £	s.	d.
Persons employed—			
(*a*) Leadburning or at lead work connected therewith	11	1	9
(*b*) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	9	17	6
(*c*) In fixing any material used instead of metal for pipes, guttering or roof covering	9	17	6
(*d*) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	9	17	6

Provided—

(i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.

(ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue provided that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2. APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £9 17s. 6d. per week of 40 hours.

(b) IMPROVERS*.

(i) WAGES. Per Week of 40 Hours.	s. d.	(ii) PROPORTION (within any factory or place).	
1st year	53 9	One improver to four	workers receiving not less than £9 17s. 6d. per week.
2nd year	69 3	Two improvers to fifteen	
3rd year	89 4	Three improvers to thirty	
4th year	134 3	and thereafter one additional improver to every seven additional	
5th year	174 11		
and thereafter the minimum wage.			

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act* 1928 for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

PART III.

This Part applies to all persons employed under this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

1. The 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 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. Provided that the method of adjustment as regards clause 1 of Part I. shall be in accordance with the provisions of clause 3 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. (a) The amount of the weekly wages prescribed for employees classified under classifications (i) (f) and (ii) (f) in clause 1 (b) of Part I. have been ascertained by the following method :—

	£ s. d.
Total basic wage	7 0 0
Margin for skill	2 6 0
War loading	0 6 0
Tool allowance	0 4 0
Disabilities loading	0 5 6
Total	10 1 6

The amount payable for a year would be £10 1s. 6d. × 52 = £523 18s. Allowing two weeks on account of time lost through public holidays, one week for absence through ill health, and further in respect of classification (i) (f) only one week for following the job; the weekly wage payable in respect of classification (i) (f) was ascertained by dividing the amount payable for a year by 48, and in respect of classification (ii) (f) by dividing such amount by 49.

Future adjustments of the wages mentioned are to be made by a similar method.

Remaining classifications in the said clauses are to retain their existing margins over classifications (i) (f) and (ii) (f) after adjustment.

(b) The hourly rates shall in respect of each classification be 1/40th of the weekly rate.

4. The rates for Apprentices wheresoever appearing shall be amended from time to time in order to conform with rates payable to Apprentices for the trade under the jurisdiction of the Apprenticeship Commission.

5. The rates of remuneration for Improvers shall be amended to preserve the differences between the rates payable for Apprentices, and those payable for Improvers as are shown in the Determination gazetted on March 14th, 1947, and operative as from the beginning of the first pay period to commence on or after the first December, 1946.

The resultant rates for Improvers from time to time shall therefore be—

1st year ..	.. The appropriate rate as amended for Apprentices plus ..	.. 10s. 7d. per week.
2nd year ..	.. The appropriate rate as amended for Apprentices plus ..	.. 9s. 11d. per week.
3rd year ..	.. The appropriate rate as amended for Apprentices plus ..	.. 7s. 4d. per week.
4th year ..	.. The appropriate rate as amended for Apprentices plus ..	.. 18s. 1d. per week.
5th year ..	.. The appropriate rate as amended for Apprentices plus ..	.. 24s. 7d. per week.

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

J. W. RYAN, Secretary.

Melbourne, 10th August, 1950.

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GOVERNMENT GAZETTE.

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No. 811] THURSDAY, OCTOBER 19. [1950

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 7 (COUNTRY SHOP ASSISTANTS).

NOTE.—This Determination applies to the whole of the State *outside and excepting* the following parts of Victoria, namely :—The Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) 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 person or persons or classes of persons employed in or in connexion with a shop as a shop assistant, packer, storeman, or carter," has made the following Determination, viz. :—

1. That as from the beginning of the first pay period to commence on or after the 14th September, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination as to the lowest prices or rates which may be paid to any person employed in or in connexion with a shop as a shop assistant, packer, storeman, or carter, but not including persons subject to the Determinations of the—

Shops Board No. 3 (Butchers),
Shops Board No. 6 (Chemists),
Shops Board No. 13 (Fuel and Fodder, Country), or the
Hotel and Restaurant Board.

2. APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.			PROPORTION. (In or in connexion with any shop.)
Age.	Males.	Females.	
	s. d.	s. d.	
15 years of age or under	42 6	34 9	*Apprentices.* One male apprentice to every three or fraction of three male workers receiving not less than 171s. per week of 40 hours. One female apprentice to every three or fraction of three female workers receiving not less than 112s. per week of 40 hours. An indenture of apprenticeship prescribed by the Board was approved on 20.12.1923. *Improvers.* One male improver to each male worker receiving not less than 171s. per week of 40 hours. One female improver to each female worker receiving not less than 112s. per week of 40 hours. Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.
16 " "	55 9	43 0	
17 " "	71 6	51 9	
18 " "	90 0	63 0	
19 " "	111 6	74 3	
20 " "	139 0	87 0	

OTHER EMPLOYEES.

—	Wages Per Week of 40 Hours.	
	Males	Females.
	s. d.	s. d.
Shop assistant—		
In charge of a shop, i.e., the person for the time being entrusted with the control or superintendence of a shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such shop—		
(a) working singly	197 6	177 6
(b) in charge of one or more persons	211 0	184 6
In charge of a department, i.e., the person for the time being entrusted with the control or superintendence of a department in which are employed two or more other persons notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such department	189 6	133 0
Other shop assistants—		
Between the ages of 21 years and 60 years	171 0	112 0
†60 years of age or over	161 6	
Packer or storeman	163 0	..
Carter driving horse-drawn vehicle	164 0	..
Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	165 9	..
Driver of motor vehicle with a carrying capacity of over 25 cwt.	169 0	..
All others	163 0	..

† This classification shall not apply in the case of an employee 60 years of age or over who is in the service of an employer by whom he has been continuously employed for a period of at least three years. Such an employee shall be entitled to receive the rate prescribed herein for an employee between 21 and 60 years of age.

3. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the day on which the weekly half-holiday is observed	8 a.m.	noon.
On the other working days of the week	8 a.m.	5.30 p.m.

OVERTIME.

4. (a) The rate of time and a half shall be paid for all work done—

(i) Outside the hours fixed as the times of beginning and ending work.

(ii) Within the hours fixed as the times of beginning and ending work in excess of 40 hours in any week.

(b) When an employee is required to work more than one hour's overtime after the usual time of ceasing work for the day, he shall be paid 2s. 6d. meal money in addition to the prescribed overtime rate; but such payment need not be made to an employee living within the town or township boundary who can reasonably return home for a meal.

TIME WAGES.

5. Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rate 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.

SUNDAYS AND HOLIDAYS.

6. All work done on Sundays, Good Friday, Easter Saturday (except in localities in which the weekly half-holiday is observed on a day other than a Saturday), Easter Monday, and the days on which Australia Day, Labour Day, King's Birthday, Christmas Day, Boxing Day, and New Year's Day are observed as public holidays, and after noon on Melbourne Show Day, or on some other afternoon, except a Saturday afternoon, in substitution therefor, shall be paid for at the rate of double time.

All employees shall be entitled to the above-named holidays without deduction of pay.

ANNUAL LEAVE.

7. 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.

8. (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.

MIDDAY MEAL.

9. An interval of one hour shall be allowed for the midday meal between the hours of noon and 2 p.m.

GARMENT ALLOWANCE.

10. Any employee who is required to wear, when at work, a washable outer-garment, the laundering of which is not paid for by the employer, shall be paid 5s. per week in addition to the ordinary wage. Such laundering shall be done in the town in which is situated the shop or branch shop at which the employee works.

BICYCLE ALLOWANCE.

11. Where an employee is required to use his or her own bicycle in connexion with the business of an employer, he or she shall be entitled to an allowance of 6d. for each day or part thereof upon which he or she is so required to use such bicycle.

PAYMENT OF WAGES.

12. Wages shall be paid not later than Thursday in each week, and must be paid during working hours.

REFERENCE.

13. 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.

TRANSFER OF EMPLOYEE.

14. Where any employer transfers an employee from one township to another, the employer shall be responsible for and shall pay the whole of the moving expenses, including fares and transport charges, for the employee and his family.

TERMINATION OF EMPLOYMENT.

15. 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.

RENT OF RESIDENCE.

16. The employer shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such employer is carried on a greater sum as rent for such premises than 10s. per week.

TIME AND WAGES RECORD.

17. The employer shall keep a time and wages record showing the name of each worker, the number of hours worked each week, and the wages and overtime paid each week. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia or of the Victorian Storekeepers' Association.

DETERMINATION TO BE AVAILABLE.

18. A copy of this Determination shall be kept in a conspicuous place on each floor of a building in which work covered by this Determination is done. Such Determination shall be readily available for inspection at any time.

REST PERIOD.

19. A rest period of ten minutes each morning and afternoon Monday to Friday inclusive shall be given to all employees, and shall be counted as time worked.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates for adults in receipt of the needs basic wage or over set out in clause 2 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 21. Provided that the wages of adults, apprentices, or improvers in receipt of less than the needs basic wage shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be 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.
	Per week. £ s. d.	Per week. s. d.	Per week. £ s. d.	
Within the area to which this Determination applies ..	6 14 0	6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

21. (*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 20.

(*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, 30th August, 1950.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

[5481]

VICTORIA
GOVERNMENT GAZETTE.

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No. 812] THURSDAY, OCTOBER 19. [1950

Factories and Shops Acts.

DETERMINATION OF THE MOTOR DRIVERS 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 15th day of August, 1950, has had the power to "determine the lowest prices or rates which may be paid to persons employed—

(*a*) driving mechanically-propelled vehicles hired or plying for hire;

(*b*) cleaning or attending to the running requirements (not including repairs) of mechanically-propelled vehicles which are—

(i) hired, plying for hire, or used in connexion with a trade or business;

(ii) stalled in a public garage or in an engineer's workshop;

(*c*) as conductors in connexion with mechanically-propelled passenger vehicles hired or plying for hire;

(*d*) giving practical instruction in the driving of mechanically-propelled vehicles, but not including persons employed as instructor drivers in connexion with motor assembly works, warehouses, or showrooms"

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 18th September, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Apprentices or Improvers.

Apprentices.

	Wages per Week. s. d.
1st year's experience	35 0
2nd " "	45 6
3rd " "	57 6
4th " "	67 6

And thereafter the minimum wage.

PROPORTION.

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

Improvers.

(*a*) Improvers employed as drivers of vehicles in which passengers are being conveyed—

1st year's experience as such .. 119s. 6d. per week.

Thereafter .. .. .. The rate provided in clause 2 "Other Employees" for the class of vehicle driven.

(*b*) Other Improvers—

—	Wages per Week. Commencing Age— 17 Years or Under.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.
1st year's experience ..	45 6	57 6	76 6	89 0
2nd " " ..	57 6	76 6	89 0	..
3rd " " ..	76 6	89 0	..	..
4th " " ..	89 0	..	..	..

And thereafter the minimum wage.

PROPORTION.

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

Other Employees.

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

	s.	d.
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) engaged on regular services—		
In which the licensed passenger seating capacity exceeds 18 persons	177	0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons	173	0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	169	0*
In which the licensed passenger seating capacity does not exceed 7 persons	167	0*

* These rates include a special war loading of 3s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

	s.	d.
Drivers of motor cars (including motor omnibuses, motor coaches, and charabancs) not engaged on regular services—		
In which the licensed passenger seating capacity exceeds 23 persons	172	0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons	167	0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	161	0
All other drivers	157	0

(iii) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles.*

	s.	d.
Driver instructor	190	0

(iv) *Employees Not Provided for in* (i), (ii), *and* (iii) *hereof.*

	s.	d.
Conductors (including females)	162	0
Greasers	167	0
Cleaners	155	0
All others—		
Males	155	0
Females	112	6

(v) *Additional Amounts Payable for Long Service with an Employer.*

An employee who has been in the continuous service of an employer or any successor, or assignee, or transmittee of such employer, shall, in addition to the rates hereinbefore prescribed, be entitled to receive as part of his ordinary wages, amounts as follows :—

(*a*) for drivers of vehicles on regular services—

After not less than two years, but less than five years of such service an additional 5s. per week;
After five years or more of such service, an additional 10s. per week.

(*b*) drivers giving practical instruction in the driving of mechanically-propelled vehicles—

After one year or more of such service, an additional 10s. per week.

(*c*) for all other employees—

After two years or more of such service, an additional 5s. per week.

Allowances.

3. (*a*) Where a vehicle with licensed passenger seating capacity exceeding seven persons is engaged on regular service operating exclusively within a radius of 18 miles of the General Post Office, Melbourne, and the driver is required to collect fares and/or give change, he shall be paid 3d. an hour or part thereof with a minimum of 1s. a day and a maximum of 9s. per week of 40 hours, in addition to any other amounts to which he may be entitled under this Determination. Where the licensed seating capacity is seven persons, and the driver is called upon to collect fares and/or give change, he shall be entitled to receive an allowance of 3d. per hour or part thereof up to a maximum of 1s. per day, and 3s. per week.

(*b*) When a vehicle engaged on regular service outside the area referred to in sub-clause (*a*) hereof carries parcels or goods other than articles of passengers' personal luggage) and/or if the driver of such a vehicle is required to collect fares such driver shall receive an allowance of 9d. per day or part of a day with a maximum of 3s. per week in addition to any amounts to which he may be entitled under this Determination.

(*c*) Any employee, whose employment may necessitate his being absent from his home and his being unable to conveniently return to such home on any day, shall receive a minimum of a full day's pay for each day he is so absent plus an allowance to cover the cost of his board and lodging.

(*d*) The driver of an articulated vehicle shall receive an additional 1s. per day or part thereof for each day he is so required to drive such a vehicle.

Hours of Work.

4. The ordinary hours of work shall be :—

(*a*) For drivers of vehicles on regular services the maximum ordinary hours, without payment for overtime, shall not exceed 80 hours per fortnight: Provided that up to 48 hours may be worked in any one of the two weeks without payment for overtime.

(*b*) Drivers of all night buses, i.e., buses licensed as such by a properly constituted Licensing Authority—36 hours per week of six days.

(*c*) For greasers and/or cleaners—40 hours per week.

(*d*) Drivers giving practical instruction in the driving of mechanically-propelled vehicles—40 hours per week.

(*e*) For all employees other than those provided for in sub-clauses (*a*), (*b*), (*c*), and (*d*)—40 hours per week.

Ordinary daily hours shall be as hereinafter provided. Notwithstanding any condition therein, a driver (other than a driver giving practical instruction in the driving of mechanically-propelled vehicles) not engaged on regular services who is not given a meal time within five hours of commencing duty, shall have the daily hours of work and spread of hours as provided in sub-clauses (i) and (ii) hereof reduced by one hour, and a driver of a regular service vehicle shall have time off for a meal within five hours of commencing duty.

The ordinary daily hours for employees (except drivers of vehicles on regular services, greasers, and/or cleaners) shall be eight hours. The ordinary daily hours of drivers of vehicles on regular services, greasers, and/or cleaners may be fixed by mutual agreement between an employer and his employees concerned, provided that in no case shall the ordinary hours of a week's or a fortnight's work (as the case may be) be extended without payment for overtime, and provided further that any driver of a vehicle on a regular service who commences his shift before 6 a.m. or who finishes his shift after 7 p.m. on any day shall receive an additional 1s. per day.

Subject to sub-clauses (i) and (ii) hereof the hours of a day's work as hereinbefore provided shall be continuous—

(i) Within a daily spread of nine hours, employees (other than casual employees and drivers giving practical instruction in the driving of mechanically-propelled vehicles) working in the area defined in clause 3 (*a*) may be required to have a meal period not exceeding one hour, and employees (other than casual employees) working outside such area may within a daily spread of ten and a half hours be required to have a meal period not exceeding two and a half hours.

(ii) Casual employees working within a daily spread of nine hours in the area defined in clause 3 (*a*) may be required to take a meal period not exceeding one-half hour if employed not less than four hours, and less than eight hours, but if employed for eight hours or more, may be required to take a meal interval not exceeding one hour.

Casual employees working within a daily spread of ten and a half hours outside such area may be required to take a meal period not exceeding one-half hour if employed not less than four hours and less than eight hours, but if employed for eight hours or more, may be required to take a meal interval not exceeding two and a half hours.

(iii) The ordinary daily hours of drivers giving practical instruction in the driving of mechanically-propelled vehicles shall be between the hours of 8 a.m. and 5 p.m., Monday to Friday inclusive.

A meal break of not more than one hour nor less than half an hour shall be allowed and taken.

OVERTIME.

5. Overtime shall be paid for as follows:—

(a) For drivers of vehicles on regular services for work done—

(i) In excess of the hours for a day's work agreed upon between an employer and his employees ..	For the first four hours ..	Time and a quarter
(ii) Outside the daily spread of hours	Thereafter	Time and a half
(iii) In excess of 80 hours per fortnight or in excess of 48 hours in any week		

(b) For greasers and/or cleaners—

(i) In excess of the hours for a day's work agreed upon between an employer and his employees	For the first four hours ..	Time and a quarter
(ii) Outside the daily spread of hours	Thereafter	Time and a half
(iii) In excess of 40 hours in any week		

(c) For drivers of vehicles not engaged on regular services—

(i) In excess of eight hours on any day	For the next four hours ..	Time and a quarter
(ii) Outside the daily spread of hours	Thereafter	Time and a half

(d) Drivers giving practical instruction in the driving of mechanically-propelled vehicles—

(i) Monday to Friday—Outside the times of beginning and ending work, or in excess of eight hours on any one day, time and a half for first two hours and double time thereafter.

(ii) Saturday—Up to 12 noon time and a half, and thereafter double time.

(e) For employees other than those provided for in sub-clauses (a), (b), (c), and (d)—

(i) In excess of eight hours on any day	For the first four hours ..	Time and a quarter
(ii) Outside the daily spread of hours	Thereafter	Time and a half

Provided that any employee covered by sub-clauses (c) or (d) who is required to work on more than five days in any week shall receive not less than his ordinary week's wage for the first five days worked in such week plus payment at ordinary rates for the first eight hours worked on any day in excess of such five days, and overtime rates for all work done in excess of such first eight hours.

CONTRACT OF EMPLOYMENT.

6. (a) Other than drivers giving practical instruction in the driving of mechanically-propelled vehicles.

An employee shall be engaged either as a weekly employee or as a casual employee. Unless he is specifically engaged as a casual employee he shall be deemed to be and shall be paid as a weekly employee and shall, provided he is ready, available, and willing to work, receive for work done in any week, at least, the rate provided in clause 2 hereof for the class of work he is required to do. An employee engaged at the beginning of a week or during a week shall not have his contract of employment as herein provided varied until the end of such week.

A casual employee shall receive a minimum of three hours' work or payment for same for each start at work on any day.

A start at work shall mean the commencement of work for the day and each resumption of work after a break on any day except a break for a meal interval as provided in clause 4 (ii) hereof. For the first three hours after any start at work on any day a casual employee shall receive a *pro rata* payment based on the weekly hours provided in clause 4, sub-clauses (a), (b), and (c), and the rate provided in clause 2 for the class of work done plus 33⅓ per cent.

For all work done in excess of three hours after any start at work on any day he shall receive a *pro rata* payment based on the weekly hours provided in clause 4, sub-clauses (a), (b), and (c), and the rate provided in clause 2 for the class of work done.

Casual employees shall be booked off at the place where they were engaged for work.

Drivers of vehicles engaged on regular services shall receive three full days off within each fortnight. Provided that to meet an unforeseen circumstance an employee may be required to work an additional day in any fortnight. Payment for such additional day shall be at appropriate overtime rates. A fortnight shall be deemed to commence at midnight on a Saturday and to finish at midnight on the 2nd Saturday thereafter.

If an employee (other than a casual employee) is required to report for duty on any day, and does so, he shall receive a minimum of three hours' work or payment for such period.

(b) Drivers giving practical instruction in the driving of mechanically-propelled vehicles shall be engaged by the week.

ANNUAL HOLIDAY.

7. 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.

SPECIAL RATES.

8. (a) Other than drivers giving practical instruction in the driving of mechanically-propelled vehicles.

Time and a half shall be the special rate payable to the driver of a vehicle on a regular service, a greaser, a cleaner, or a garage worker, for work done on a Sunday and time and a half shall be the special rate for all work done on Christmas Day, Boxing Day, Show Day (Metropolitan District only), New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, and King's Birthday; 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.

(b) Drivers giving practical instruction in the driving of mechanically-propelled vehicles shall be paid double time for all work done on Sundays, and any of the holidays mentioned in sub-clause (a) hereof.

NIGHT SHIFT.

9. Employees (other than drivers and conductors) working between the hours of 8 p.m. and 7 a.m. shall be paid 6d. per hour extra with a maximum of 2s. a shift.

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.

SICK PAY.

11. (a) An employee absent from work on account of ill health or the result of an accident shall be entitled to be paid at ordinary rates for a period not exceeding in the aggregate 40 hours of working time in any one year: Provided that an employer shall have the right before paying such sick pay to require the employee concerned to produce a medical certificate as proof that his absence from work was on account of illness or incapacity. Should the employee so produce a medical certificate at the request of the employer such employee shall receive a refund of any expense incurred in obtaining such certificate up to but not exceeding a sum of 10s. 6d. Notwithstanding any other provision in this clause where, under any scheme of insurance or an accident, relief, or provident fund, to secure the benefit of which the employer has paid the necessary premium or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the ordinary pay hereinbefore provided.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours of working time, which shall be the maximum amount of sick leave to which an employee may be entitled in any year without deduction of pay.

TIME BOOKS.

12. (*a*) Each employer shall at the garage or yard at or from or in connexion with which the employee works or at an office convenient thereto, keep a record or time book showing the name of each employee working under this Determination, in which each employee shall enter his time of starting and finishing work each day.

(*b*) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(*c*) Such record or time book shall on demand be produced by the employer for inspection to an official of the Motor Transport and Chauffeurs' Association of Australia, duly authorized in writing by the president and secretary of the local branch or sub-branch of such organization, at the place where the record or time book is kept between the hours of 10 a.m. and noon on any day between the 1st and 27th inclusive in each calendar month, except on pay day or the day before.

In the case of the first inspection, seven days' notice shall be given to the employer of the intended inspection, and in the case of any subsequent inspection one day's notice shall be given.

(*d*) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee.

(*e*) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

(*f*) The provisions of sub-clauses (*b*), (*c*), and (*e*) hereof shall not apply to drivers giving practical instruction in the driving of mechanically-propelled vehicles.

DEFINITION.

13. A vehicle on regular service shall mean a vehicle which travels to a regular fixed schedule of times between two fixed points and which does not require any specified number of passengers before a scheduled trip is undertaken, but does not include a vehicle operating under contract to the Education Department.

STANDING DOWN EMPLOYEE.

14. The employment of a weekly employee shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for inefficiency, neglect of duty or misconduct and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

UNIFORMS, ETC.

15. Any employee who is required by his employer to wear a uniform or dust coat shall be supplied with such clothing by the employer. The employee shall be required to keep this clothing in a reasonably clean condition.

Where an employee (other than a driver giving practical instruction in the driving of mechanically-propelled vehicles) is required to do roadside repairs, including the changing of tires, he shall be allowed 6d. per week for the purpose of equipping himself with overalls.

PERIODICAL ADJUSTMENT OF WAGES.

16. 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 Acts* 1934, this Board hereby determines that the rates for male adults shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 17, provided that the wages of female adults, apprentices, improvers, and juvenile workers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 6d.

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.

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

(*b*) Until the beginning of the first pay period to commence in November, 1950, the amounts of the Basic Wage shall be as prescribed in clause 16.

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

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

J. W. RYAN, Secretary.

Melbourne, 6th September, 1950.

NOTE.—Under section 233 of the Factories and Shops Act any person who is guilty of a contravention of any clause of this Determination shall be liable to penalties as follows:—

For the first offence, not more than ten pounds.

For the second offence, not less than five pounds nor more than twenty-five pounds.

For the third or any subsequent offence, not less than fifty nor more than one hundred pounds.

In addition, the Court may award arrears of wages as provided in section 237 of the same Act.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE.

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

No. 813] THURSDAY, OCTOBER 19. [1950

Factories and Shops Acts.

DETERMINATION OF THE ANIMAL MANURE BOARD.

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

(*b*) On 25th May, 1914, the powers of the Animal Manure Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of the extraction of tallow.

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 process, trade, or business of the manufacture of manure from animal matter," has made the following Determination, namely :—

1. 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.

2.

Apprentices or Improvers.

WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.
Under 16 years of age ..	92 9	1 6	94 3
16 years of age and under 17 years of age	100 6	1 9	102 3
17 years of age and under 19 years of age	129 6	2 0	131 6
19 years of age and under 20 years of age	148 0	2 6	150 6
20 years of age and under 21 years of age	163 9	2 9	166 6

PROPORTION (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 211/6 per week.

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to every four workers receiving not less than 211/6 per week.

Other Employees.

WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.
Carcass skinners	213 6	4 0	217 6
All others	207 6	4 0	211 6

Afternoon shift employees shall receive an additional 10 per cent. per week.

Night shift employees shall receive an additional 10 per cent. per week.

Leading hands on afternoon or night shift shall receive an additional 1s. per shift.

* *Note.*—The War Loading shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this Determination.

No. 813.—10016/50.—PRICE 6D.

HEAT ALLOWANCE.

3. Any employee required to work in the dry rendering section artificially heated to more than 18 degrees Fahr. above the outside temperature shall be paid a heat allowance of 3d. per hour: Provided that no heat allowance shall be payable if the outside temperature does not exceed 87 degrees Fahr.

Notwithstanding anything herein contained where eight or more melting pots are in operation the allowance of 3d. per hour shall be paid for the whole shift.

CASUAL EMPLOYEE.

4. A "casual employee" shall be paid the ordinary rate with the addition of 12½ per centum. For the purpose of this clause a "casual employee" shall mean a person who works less than three full days in any one week.

HOURS OF WORK.

5. The maximum number of hours to be worked, without payment for overtime, shall be—

(a) Day work—

(i) 40 hours per week;

(ii) Not more than 8 hours per day on Monday, Tuesday, Wednesday, Thursday, and Friday between the hours of 7 a.m. and 5.30 p.m.,

Provided that in any week an employee works less than 40 hours in 5 days Monday to Friday (inclusive) he shall if required, work on Saturdays at ordinary rates for not more than 4 hours between the hours of 7 a.m. and 12 noon to complete his full week's work of 40 hours.

(b) Shift work—

(i) 40 hours per week or by mutual agreement between any employer and his employees 80 hours per fortnight, with a maximum of 44 hours in any one week;

(ii) Not more than 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday.

OVERTIME.

6. All time worked in excess of the number of hours prescribed in clause 5 shall be paid for at the rate of time and a half.

HOLIDAYS.

7. All weekly wage 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, Melbourne Cup Day, Christmas Day, Boxing 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 in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

ANNUAL LEAVE.

8. 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.

9. (a) Any employee, provided he has had at least three months' continuous service with the same employer and whose conditions of employment is on a weekly basis as provided for in clause 10 of this Determination, shall lose his pay for the actual time of such non-attendance unless he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to his employer that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence.

(b) Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than six (6) days in each year of employment.

(c) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 3rd June, 1943, shall be disregarded.

TERMS OF ENGAGEMENT.

10. Employment shall be by the week and any employee (other than casual employees as provided for in clause 4) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination; provided that such employee not attending for duty shall, except as provided by clause 9 of this Determination, lose his pay for the actual time of such non-attendance; provided further that this does not interfere with the right of the employer to dismiss an employee at any time without giving reasons and that such employee shall be paid up to the time of dismissal only.

TEA MONEY.

11. Employees required to work overtime for more than one and a half hours on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of three (3) shillings in addition to any overtime payment to which they may be entitled.

HANDLING OF CONDEMNED CARCASSES.

12. The employer shall provide ample quantities of hot water, soap and disinfectant (such as cyllin, izol, etc.) for the use of employees required to handle carcasses of animals condemned by meat inspectors as unfit for human consumption because of disease.

KNIVES TO BE SUPPLIED.

13. Knives, which shall remain the property of the employer, shall be supplied under the following conditions to carcass skinners when necessary for the performance of their duties:—

(1) They shall be returned to the employer on termination of the employment.

(2) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

SPECIAL RATES.

14. Double time shall be paid for all work done on Sundays and holidays specified in clause 7.

PERIODICAL ADJUSTMENT OF WAGES.

15. 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 16. 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 male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

Basic Wage.

Place.	Needs Basic Wage.	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.

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

(*b*) Until the beginning of the first pay period to commence in November, 1950, the amounts of the basic wage shall be as prescribed in clause 15.

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

P. A. RANDLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 22nd September, 1950

By Authority: J. J. GOURLEY, Government Printer, Melbourne.