[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.

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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

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No. 814] **THURSDAY, OCTOBER 19.** **[1950**

Factories and Shops Acts.

DETERMINATION OF THE BOTTLE COVERS 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 employed in the trade of making bottle covers of straw" has made the following Determination, namely :—

1. That, as from the beginning of the first pay period to commence in October, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Improvers* (Male or Female).			Other Employees.		
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.		
	s.	d.		s.	d.
Under 17 years of age	53	6	Male adults	162	0
17 years of age	68	6	Female adults—		
18 years of age	92	0	Under six weeks' experience	129	6
19 years of age	106	0	Thereafter	145	9
20 years of age	122	0			

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every adult male worker.

* The Board has determined, in accordance with section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentice shall work in the trade.

BUILDING OF STACKS.

3. An employee shall receive, in addition to the wage prescribed above, 1s. per day for each day on which he is engaged in supervising the building and/or thatching of stacks.

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
4.	7.30 a.m.	12 noon on Saturday.
	7.30 a.m.	5.30 p.m. on the other working days of the week.

OVERTIME.

5. Work done outside the hours specified in clause 4 or within the hours specified in clause 4 but in excess of 40 hours in any week, shall be paid for as follows :—

Time workers .. Time and a half for the first four hours and double time thereafter.
Piece workers .. Piece-work price plus fifty per cent.

SPECIAL RATES.

6. (*a*) Weekly Employees :—Double time shall be the 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 Cup Day, Christmas Day, Boxing Day, Kyneton Cup Day (only within the Shire of Kyneton), and Ballarat Cup Day, (only within the Shires of Ballarat, Creswick, Bungaree, and Lexton), but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted.

(*b*) Piece-workers :—Ordinary piece-work prices with the addition of one day's pay at ordinary weekly employees' rates shall be the 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 Cup Day, Christmas Day, Boxing Day, Kyneton Cup Day (only within the Shire of Kyneton), and Ballarat Cup Day (only within the Shires of Ballarat, Creswick, Bungaree, and Lexton), but if any other day be by Act of Parliament or Proclamation substituted for any of the abovementioned holidays, the special rate shall only be payable for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

7. (*a*) Weekly Employees.—All weekly employees shall be entitled to the following holidays without any deduction in pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Orders in Council thereunder, and within the Shire of Keilor), Kyneton Cup Day (only within the Shire of Kyneton), and Ballarat Cup Day (only within the Shires of Ballarat, Creswick, Bungaree, and Lexton).

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(*b*) Piece-workers.—All piece-workers shall be entitled to the same holidays as are granted to weekly employees, and they shall be paid for such holidays the amount for each holiday based on weekly wages as set out in this Determination.

(*c*) Any employee absent from his or her employment without reasonable cause on the day before or the day after a public holiday shall not be entitled to payment for such holiday.

REST PERIOD.

8. Every employee employed on time wages shall be allowed, each morning and afternoon, an interval of ten minutes for rest, such interval to count as time worked.

ORDINARY WEEK'S WORK.

9. The number of hours to constitute an ordinary week's work shall be forty.

TERMS OF ENGAGEMENT.

10. (*a*) Employees are to be engaged as weekly 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 shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited as the case may be.

(*c*) 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.

(*d*) Provided that an employer may deduct payment for any day upon 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.

SICK LEAVE.

11. (*a*) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time, in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further, that piece-workers shall be paid at the same rate as weekly employees for any such day or days that they are unavoidably absent on account of illness.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof if the full period of sick leave as prescribed in sub-clause (*a*) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

ANNUAL HOLIDAY.

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

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

BOILING WATER.

13. Employers shall provide boiling water for the use of employees.

FIRST-AID OUTFIT.

14. Employers shall provide and continuously maintain at a place reasonably accessible to all employees an efficient first-aid outfit.

ACCOMMODATION FOR BICYCLES.

15. The employer shall provide, in some suitable place, accommodation for employees to leave their bicycles.

PIECE-WORK.

16. The lowest piece-work price to be paid for the making of bottle covers of straw shall be at the rate of 7s. 9d. per thousand covers, provided that to the weekly earnings of each piece-worker shall be added the sum of fifty shillings. Where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of fifty shillings shall be added in lieu thereof.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 18. Provided that the wages of female adults of under six weeks' experience shall be 80 per cent. and thereafter 90 per cent. of the adult male rate and the wages of 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.

The piece-work prices shall at the same time be increased or decreased in the same proportion as weekly rates for the same class of work.

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.

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

(*b*) Until the beginning of the first pay period to commence in November, 1950, the amounts of the Basic Wage shall be as prescribed in clause 17.

(*c*) During each future successive period beginning with the first pay period to commence in a 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, 25th September, 1950.

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