



VICTORIA GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

DETERMINATION OF THE TEA PACKING BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling”, has made the following Determination, namely:—

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

2.

WAGES.

	APPRENTICES OR IMPROVERS.				ADULTS.	
	Males.		Females.		Males.	Per Week.
	Percentage of Basic Wage.	Per Week. s. d.	Percentage of Female Basic Wage.	Per Week. s. d.		s. d.
14 years	23	37 6	Foreman	204 0
15 years	30	48 6	42	51 0	Headman	195 9
16 years	35	56 6	47	57 0	All other adult males	186 6
17 years	45	73 0	56	68 0		
18 years	56	90 6	67	81 6		
19 years	63	102 0	74	90 0		
20 years	81	131 0	85	103 6	Females.	
					Headwoman	150 6
					All other adult females	133 0

PROPORTION (within any factory or place).

Apprentices.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 186s. 6d. per week.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 133s. per week.

Improvers.

One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 186s. 6d. per week.

One female improver to every three or fraction of three female workers receiving not less than 133s. per week.

HOURS OF WORK.

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

TIME OF BEGINNING AND ENDING WORK.

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

OVERTIME.

5. Overtime shall be paid for as follows:—

- Within the hours provided in clause 4 in excess of the number of hours fixed for an ordinary week's work—time and a half.
- Outside the hours provided in clause 4—time and a half for the first two hours and double time thereafter.

HOLIDAYS.

6. Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day.

SPECIAL RATES.

7. Double time shall be the special rate for all work done on Sundays, New Years' Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

TERMINATION OF EMPLOYMENT.

8. Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker. In lieu of such notice one week's wages shall be paid or forfeited, as the case may be.

SICK LEAVE.

9. (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.

ANNUAL HOLIDAYS.

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

PAY DAY.

11. Employees shall be paid on a day not later than Thursday in each week and during working hours.

POSTING OF DETERMINATION.

12. A copy of this Determination shall be posted in a conspicuous place at or near the entrance of each floor in a building if any employees are employed on such floor at any work covered by this Determination.

REST PERIOD.

13. An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

MEAL ALLOWANCE.

14. Any employee who is required to work overtime for one hour or more on any day shall receive a meal allowance of three shillings for each day he or she is so required to work and such meal allowance shall be paid on the day and before such overtime is worked.

MIXED FUNCTIONS.

15. 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 engaged for less than half of one day or shift, he shall be paid the higher rate for the time so worked.

DEFINITIONS.

16. "Foreman" means a person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees.

"Headman or Headwoman" means a person on a floor who directs other employees in their work and who is held responsible for work done on that floor notwithstanding he or she may be under the orders or take instructions from the foreman.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 18.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1951, the amount of the Basic Wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the 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 .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices and improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 30th November, 1950.