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VICTORIA GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

DETERMINATION OF THE NURSERYMEN'S 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 by a nurseryman in the business or occupation of a nurseryman," 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.

Apprentices or Improvers.					Other Employees.		
Wages.	Per Week of 40 Hours.				Wages.	Per Week of 40 Hours.	
	Males.		Females.				
	Percentage of Basic Wage.	—	Percentage of Female Basic Wage.	—			
		<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>		
15 years of age or under	22	35 6	29	35 0	Propagators in charge of one or more employees working under glass	198 0	
16 years of age ..	28	45 6	31	37 6	General nursery hands, i.e., persons engaged at budding, grafting, planting, potting, or ploughing	187 6	
17 years of age ..	39	63 0	45	54 6	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding	121 6	
18 years of age ..	54	87 6	62	75 6	Nursery labourers	171 0	
19 years of age ..	64	103 6	77	93 6			
20 years of age ..	88	142 6	90	109 6			
PROPORTION.							
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							
<i>Improvers.</i>							
One improver to every three or fraction of three workers receiving not less than 17s. per week of 40 hours.							

ADDITIONAL PAYMENT.

3. An employee appointed to take charge of 3 or more employees shall receive an additional 1s. 3d. per day or part thereof.

TERMS OF ENGAGEMENT.

4. Employees who work less than 40 hours in any week may be paid *pro rata* according to the number of hours worked.

TIME OF BEGINNING AND ENDING WORK.

5. The time of beginning and ending work shall be the times mutually agreed upon between the employer and the employee.

OVERTIME.

6. The following rates shall be paid for overtime:—

For all work done in any week in excess of the number of hours fixed as a week's work, or in excess of 8½ hours in any one day—Time and a half.

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

SPECIAL RATES.

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

Provided that, by agreement, King's Birthday may be substituted for Melbourne Cup Day.

PAYMENT FOR HOLIDAYS.

8. All employees shall be entitled to the holidays prescribed in clause 7 without deduction of pay.

ANNUAL HOLIDAY.

9. 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.

10. (a) Subject to satisfactory evidence being furnished to the employer, an employee in continuous employment shall be entitled, without deduction of pay, to absent himself on account of sickness arising out of his employment for 10 hours of working time for each three months' service but not exceeding 40 hours of working time in any year.

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

For the purpose of this sub-clause service prior to 1st November, 1947, shall be disregarded.

RIGHT TO INTERVIEW EMPLOYEES.

11. During the meal interval, and not more than once a month, a duly accredited official of the Australian Workers Union, authorized in writing by the President and Secretary of the Victorian Branch of such organization, shall have the right to interview any person covered by this Determination at his or her place of employment on legitimate union business.

FIRST-AID OUTFIT.

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

PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates for 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 14.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

14. (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 13.

(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 rate for adult females is 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 rate for adult females shall be adjusted by increasing or decreasing such rate by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices or 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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 28th November, 1950.