



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 143]

FRIDAY, FEBRUARY 9.

[1951

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Buttons and Buckles Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941; respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act* 1936, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;

Preparing feathers;

Treating flax;

Treating pyrites and other metalliferous ores;

Mixing seed and making poultry foods;

Glass badging;

Gold stamping;

Ivory working;

Show-card and ticket-writing;

Manufacturing or preparing—

Abrasive paper or cloth;

Asbestos articles;

Blue prints;

Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;

Button badges;

Carbon articles;

Chalk, crayons, or other articles from mineral earth;

Cinematograph film;

Composition flooring;

Cutlery;

Artificial flowers and bouquets;

Paper articles not subject to any Board heretofore appointed;

Honey;

Ink or adhesives;

Silk or parchment lampshades;

Fishing and other nets;

Ornaments for cakes;

Plaster models;

Sporting goods not provided for under any Board heretofore appointed;

Surgical instruments;

Toys;

Watch cases"

has made, in respect of the manufacturing or preparing of buttons and buckles other than those subject to the Determination of the Plastic Moulding Board, the following Determination, namely:—

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

No. 143.—12677/50.—PRICE 6D.

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.						(b) ADULTS.					
Males.			Females.								
Experience.	Percentage of Basic Wage.	—	Experience.	Percentage of Female Basic Wage.	—						
		s. d.			s. d.					s. d.	
1st year ..	22	35 6	1st six months	23	28 0	Males	165 0	
2nd ..	30	48 6	2nd ..	29	35 0	Females	121 6	
3rd ..	41	66 6	3rd ..	34	41 6						
4th ..	56	90 6	4th ..	41	50 0						
5th ..	71	115 0	5th ..	45	54 6						
6th ..	82	133 0	6th ..	52	63 0						
7th ..	87	141 0	7th ..	57	69 6						
			8th ..	65	79 0						

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One improver to each male worker receiving not less than the minimum wage.

Females.

Two improvers to each female person receiving not less than the minimum wage.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

HOURS OF EMPLOYMENT.

4. Forty hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed.

OVERTIME.

5. (a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, or in excess of 40 hours in any week, shall be paid overtime at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(e) An employer may require any employee of sixteen years of age or over to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

MIDDAY MEAL.

6. (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.

(b) No work shall be performed during such meal time.

HOLIDAYS.

7. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(f) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

TERMS OF EMPLOYMENT.

8. (a) Except as hereinafter provided, employment shall be on a weekly basis, and notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case 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 through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

Provided that the employment of any person during the first three months of his or her service with the same employer shall be on an hourly basis, and such employment may be terminated by one hour's notice on either side.

ACCOMMODATION FOR FEMALES.

9. (a) The employer shall provide a suitable seat for females to rest.
 (b) A rest room shall be provided by every employer of more than ten females. Such room shall contain a suitable couch, two easy chairs, two rubber hot-water bags, and shall be properly lighted and ventilated.

PAYMENT OF WAGES.

10. (a) Wages shall be paid weekly, not later than Friday, except by mutual agreement between the employer and his employees.
 (b) Any employee kept waiting for his or her wages on pay day for more than ten minutes after the usual time for ceasing work shall be paid at overtime rates for the time so kept waiting.
 (c) Where the services of an employee are dispensed with, all wages due shall be paid to him or her on the day of dismissal, or forwarded to him or her by post on the day following.
 (d) Not more than two days' pay of any employee shall be kept in hand by an employer.

ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

12. (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 twenty-four 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.

(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 one hundred and twenty 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 purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded.

MEAL PERIOD.

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

15. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 (b) 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 17.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	8 2 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 February, 1951, the amount 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 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 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 13th December, 1950.

