



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 381]

THURSDAY, APRIL 12.

[1951

Factories and Shops Acts.

DETERMINATION OF THE HORSEHAIR 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 now has the power to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of preparing horsehair, cowhair, or pighair for trade or sale," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 10th March, 1951, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices.	Improvers and Juvenile Workers.	Other Employees.																																	
<p>WAGES.</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: center;">Percentage of Basic Wage</th> <th style="text-align: center;">Per Week. s. d.</th> </tr> </thead> <tbody> <tr> <td>1st year ..</td> <td style="text-align: center;">35</td> <td style="text-align: center;">59 6</td> </tr> <tr> <td>2nd year ..</td> <td style="text-align: center;">44</td> <td style="text-align: center;">75 0</td> </tr> <tr> <td>3rd year ..</td> <td style="text-align: center;">53</td> <td style="text-align: center;">90 0</td> </tr> <tr> <td>4th year ..</td> <td style="text-align: center;">64</td> <td style="text-align: center;">109 0</td> </tr> <tr> <td>5th year ..</td> <td style="text-align: center;">88</td> <td style="text-align: center;">149 6</td> </tr> </tbody> </table>		Percentage of Basic Wage	Per Week. s. d.	1st year ..	35	59 6	2nd year ..	44	75 0	3rd year ..	53	90 0	4th year ..	64	109 0	5th year ..	88	149 6	<p>WAGES.</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: center;">Percentage of Basic Wage</th> <th style="text-align: center;">Per Week. s. d.</th> </tr> </thead> <tbody> <tr> <td>1st year ..</td> <td style="text-align: center;">35</td> <td style="text-align: center;">59 6</td> </tr> <tr> <td>2nd year ..</td> <td style="text-align: center;">53</td> <td style="text-align: center;">90 0</td> </tr> <tr> <td>3rd year ..</td> <td style="text-align: center;">88</td> <td style="text-align: center;">149 6</td> </tr> <tr> <td>4th year ..</td> <td style="text-align: center;">100 + 6d.</td> <td style="text-align: center;">170 6</td> </tr> </tbody> </table>		Percentage of Basic Wage	Per Week. s. d.	1st year ..	35	59 6	2nd year ..	53	90 0	3rd year ..	88	149 6	4th year ..	100 + 6d.	170 6	<p><i>Preparing Body Hair.</i></p> <p>WAGES. Per Week s. d.</p> <p>Person in charge of hair-washing machine 205 0</p> <p>Persons engaged on hair-washing machines 198 0</p> <p>Persons engaged on hair-drying machines 198 0</p> <p>Persons who press washed and dried hair into bales .. 198 0</p> <p>All others 194 0</p> <p><i>Preparing any other kind of Hair.</i></p> <p>WAGES. Per Week s. d.</p> <p>Hand Spinners 211 0</p> <p>Machine Spinners—</p> <p> 1st year 201 0</p> <p> 2nd year 207 0</p> <p> And thereafter 211 0</p> <p>Drafters 211 0</p> <p>Wet or dry hacklers .. 211 0</p> <p>Teasers and tail pullers .. 198 0</p> <p>Dyers or Scalders 195 0</p> <p>All others 194 0</p>
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<p>PROPORTION (by any employer).</p> <p>One apprentice to every three or fraction of three workers receiving not less than 194s. per week.</p>	<p>PROPORTION (by any employer).</p> <p>One improver to every five workers receiving not less than 194s. per week.</p> <p><i>Juvenile Workers.</i></p> <p>One juvenile worker to every Hand Spinner.</p>																																		

DEFINITIONS.

3. A juvenile worker is a person (other than an apprentice or an improver), under 21 years of age employed assisting and working under the direction of a hand spinner irrespective as to whether such hand spinner is employed as a time wages employee or at piece-work.

A hand spinner means an adult worker engaged in hand spinning and/or curling hair with the use of power.

HOURS.

4. The number of hours which shall constitute a week's work shall be 40, which may be worked between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive.

OVERTIME.

5. An employee who works outside the times of beginning and ending work fixed in Clause 4 or in excess of the number of hours fixed for a week's work shall be paid time and a half for the first two hours and double time thereafter; each day's work to stand alone.

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

TERMS OF ENGAGEMENT.

6. (a) Employees are to be engaged either as weekly or as casual 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, notice of termination of employment of weekly employees may be given at any time, but one week's wages may be paid or forfeited, as the case may be, in lieu of such notice.

(c) Sub-clauses (a) and (b) of this clause shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(d) 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.

(e) No deduction shall be made from the wages of any employee who has had not less than three months' service with the same employer, and, who is absent through illness for not more than forty hours of working time in any year of service, provided he proves to the satisfaction of the employer by statutory declaration that his absence was due to personal illness.

(f) Notwithstanding anything contained in sub-clause (e) 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 120 hours of working time which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 1st February, 1945, shall be disregarded.

CASUAL WORK.

7. Casual employees, i.e., employees who work for less than a full week, shall be paid at the ordinary wages rates calculated *pro rata* with the addition of twenty per centum, and shall receive a minimum of four hours' work at each engagement.

MEAL ALLOWANCE.

8. Any employee required to work overtime after 6 p.m. shall be paid 3s. meal money.

MACHINERY TO BE STOPPED DURING MEAL HOURS.

9. In any place where body hair is prepared for trade or sale, all machinery shall be stopped during meal hours.

SHIFT WORK.

10. (i) Shift workers whilst on afternoon shift, i.e., any shift finishing after 6 p.m. and at or before midnight, shall be paid 7½ per cent. more than the ordinary rates for such shift.

(ii) Shift workers whilst on night shift, i.e., any shift finishing subsequent to midnight, and at or before 8 a.m., shall be paid 10 per cent. more than the ordinary rates for such shift.

(iii) Shift workers on permanent night shift shall be paid 25 per cent. more than the ordinary rates for such shift.

SPECIAL RATES.

11. All work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Melbourne Cup Day, Christmas Day, Boxing Day, and for the year 1951, May 9th and November 13th, shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the day so substituted.

HOLIDAYS.

12. Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Union Picnic Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, Boxing Day, and for the year 1951, May 9th and November 13th, provided that any employee who is absent from his or her employment on the working day before or after a holiday without reasonable cause or without the employer's consent, shall not be entitled to payment for such holiday.

ANNUAL HOLIDAY.

13. 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 1/- plus postage.)

BOOTS TO BE PROVIDED.

14. Boots shall be provided by the employer, free of charge to employees working on wet hacking, tail pulling, and all other wet work.

RIGHT OF ENTRY OF UNION OFFICIAL.

15. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.

(b) That he interviews employees only at the place where they are taking their meal.

(c) That not more than one representative in all be in any establishment at any one time.

(d) That no one representative visit an establishment more than once a fortnight.

(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating dissaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

PIECE-WORK.

16. (a) That the lowest piece-work prices to be paid to persons for doing work of the kind specified in the following schedule shall be:—

Mixing, spinning, and curling hair with use of power	20s. 6d. per 100 lb.
Hand spinning and/or curling of hair with use of power	15s. 0d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	1s. 5½d. per lb.
Wet hackling and drafting horsehair under 18 inches in length	2s. 11¼ per lb.
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair 18 inches and over in length—clippings not to exceed 6 per cent.	1s. 7½d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	2s. 9½d. per lb.
Wet hackling and drafting cowhair	2s. 3½d. per lb.
Drafting cowhair (tails) (already wet hackled)	1s. 10d. per lb.
Drafting a mixture of horsehair and cowhair (already wet hackled)	3s. per lb.
Wet hackling horsehair (excluding mane hair and mane hair knots)	29s. 6¼d. per 100 lb.
Wet hackling horsehair (including mane hair and mane hair knots)	36s. 5¼d. per 100 lb.
Wet hackling mane hair	58s. 5d. per 100 lb.
Wet hackling cowhair (tails)	40s. 0d. per 100 lb.
Sorting horsehair	1s. 9½d. per 100 lb. extra.

A piece-worker engaged on wet hackling shall, when called upon to remove hair to and from drying rack, be paid an extra 3s. 2¾d. per 100 lb.

Employer to supply all tools and material.

In addition to the piece-work prices herein prescribed for a hand spinner the employer shall pay in full the wages of every juvenile worker who assists such hand spinner.

(b) All employees working on piece-work shall be granted the same holidays, sick leave, and annual leave as are provided for weekly wage workers, and they shall be paid for such holidays, sick leave, and annual leave, an amount based on the minimum weekly wage as set out in this Determination for the class of work performed.

NOTE.—To the weekly earnings of each piece-worker the sum of fifty-seven shillings shall be added, provided that where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of fifty-seven shillings shall be added in lieu thereof.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages for adults 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.

Provided that the weekly earnings of pieceworkers shall be increased or decreased by the same amount and at the same time as the basic wage.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 8 10 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 May, 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 May, an August, a November, or a February, 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 of "Apprentices", "Improvers and Juvenile Workers" 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, 23rd February, 1951.

