



VICTORIA GOVERNMENT GAZETTE.

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[1951]

Factories and Shops Acts.

DETERMINATION OF THE FLOCK BOARD.

NOTE.—(a) 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—

(a) in the process, trade, or business of—

(i) making flock, mungo, felt, or wadding;

(ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any Wages Board heretofore appointed;

(b) in connexion with any process, trade, or business set out in paragraph (a)—

(i) as a storeman, packer, or sorter;

(ii) in assisting a storeman, packer, or sorter;

(iii) as an assembler, collector, or checker of goods in course of receipt or despatch—

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.

IMPROVERS.					OTHER EMPLOYEES.		
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.		
Age.	Males.		Females.				
	Percentage of Basic Wage.		Percentage of Female Basic Wage.				
		s. d.		s. d.			
Under 16 years ..	30	48 6	35	42 6			
16 years ..	38	61 6	39	47 6			
17 years ..	51	82 6	46	56 0			
18 years ..	56	90 6	55	67 0			
19 years ..	73	118 6	66	80 0			
20 years ..	83	134 6	75	91 0			
PROPORTION (IN ANY PLACE).							
Improvers.							
One improver to every worker receiving not less than the minimum wage.							
Note.—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.							
					MALES.		
					s. d.		
					Persons employed in the cotton wool bleaching department		
					Woolen pickers		
					Feeders of—		
					Rag machines		
					Other machines		
					Rippers		
					Persons operating milling machine, hardening machine, or tentering machine		
					Persons operating other machines		
					Assistant to persons operating milling machine, hardening machine, or tentering machine		
					Assistant to persons operating other machines		
					Cotton pickers		
					All others		
					Leading hands, if in charge of four or more workers		
					FEMALES.		
					Feeders of rag machines		
					Feeders of machines other than rag machines		
					Rippers		
					Woolen pickers		
					Cotton pickers		
					Weighers and wrappers of cotton wool		
					All others		
					Leading hands, if in charge of four or more workers		

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

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EXTRA RATES.

3. Employees engaged in the hair felt section shall be paid a disability allowance of 3d. per hour or part thereof.

SHIFT WORK.

4. (a) By mutual agreement between the employer and employees, shifts may be worked between 11 p.m. on Sunday and midnight on the following Saturday.

(b) A shift worker employed on an afternoon shift or on a night shift shall, for work done during the ordinary hours of any such shift, be paid ordinary rates plus an additional $7\frac{1}{2}$ per cent. for an afternoon shift, or an additional 10 per cent. for a night shift: Provided that—

An employee who—

(i) during a period of engagement on shift works night shift only; or
 (ii) remains on night shift for a longer period than four consecutive weeks; or
 (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,
 shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

(c) Shift workers shall not be required to work in excess of 56 hours in any one week.

TIME OF BEGINNING AND ENDING WORK.

5. For workers other than shift workers:—

	Time of Beginning.	Time of Ending.
Monday to Friday inclusive	7.30 a.m.	5.30 p.m.

ORDINARY HOURS FOR A WEEK'S WORK.

6. (a) The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 16 occur.

(b) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

OVERTIME.

7. The following rates shall be paid for all work done:—

(a) By Shift Workers—

(i) In excess of 8 hours per shift during weeks in which five shifts are worked
 (ii) In excess of 8 hours 48 minutes per shift during weeks in which less than five shifts are worked

Time and a half for the first three hours, and thereafter double time.

(b) By Other Workers—

(i) On Saturday
 (ii) Outside the times of beginning and ending work prescribed on clause 5 herein in any day
 (iii) Within such times of beginning and ending work in excess of the hours prescribed as an ordinary week's work in clause 6.

Time and a half for the first three hours, and thereafter double time.

PROHIBITION OF EMPLOYMENT.

8. No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.

REST PERIODS.

9. A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

MEAL BREAK.

10. Where three shifts are worked an employee shall not be required to work more than four and a half hours without being permitted a break of twenty minutes which shall be regarded and paid for as time worked.

MEAL MONEY.

11. Any employee required to work overtime for a period in excess of one hour after the time fixed in clause 5 for ending work shall be allowed 3s. meal money in addition to overtime rates as prescribed for in this Determination unless notified 24 hours previously of the intention to work overtime. If having been notified accordingly, the employee's services are not required he shall be paid the 3s. meal money as provided for herein.

TERMS OF ENGAGEMENT

12. (a) Employees are to be engaged as weekly or 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, such notice may be given to a weekly employee at any time but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(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) Where an employer is not observing the provisions of the Wages Board Determination and declines to observe such provisions, or where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee, or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment, but may leave his employment instantly.

(f) An employer shall have the right to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any other stoppage of work by any cause for which the employer cannot reasonably be held responsible.

CASUAL WORK.

13. Casual work, i.e., work for less than two weeks, shall be paid for at the rate of time and a quarter.

SICK PAY.

14. Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than three months' service and he or she produces or forwards satisfactory evidence to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than forty hours of working time in each 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 eighty 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.

ANNUAL HOLIDAY.

15. 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.

HOLIDAYS.

16. (a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least a week prior to the termination of the employment.

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

SPECIAL RATES.

17. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, 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 abovesaid holidays, then the special rate shall be payable only for the day so substituted. Provided that a shift worker who commences work not earlier than 11 p.m. on a Sunday shall only be entitled to be paid at ordinary rates for work done on such Sunday.

PAYMENT OF WAGES.

18. Wages shall be paid during working hours.

DINING ROOMS, LOCKERS, ETC.

19. The employer shall provide for the use of employees suitable dining rooms, lockers, change rooms, and hot and cold showers.

RIGHT OF ENTRY OF UNION OFFICIAL.

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

- That he produces his authority to the employer or his representative.
- That he interviews employees only at the place where they are taking their meal.
- That not more than one representative in all be in any establishment at any one time.
- That no one representative visit an establishment more than once a fortnight.
- That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection 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 this Wages Board.

PIECEWORK.

21. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

Feeding a flock machine 1s. 2½d. per cwt. plus 10 per cent.

Flock Board.

Piece Rates.	Males per Cwt.		Females per Cwt.	
	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.
	s. d.	s. d.	s. d.	s. d.
Wool, shoddy or mantle clips	8 3	16 6	4 9	9 6
Hosiery	28 0	56 0	15 9	31 6
Wholesale tailoring factory clips	8 3 plus 10	16 6 plus 10	4 9 plus 10	9 6 plus 10
Beapoke tailors and dressmakers' clips	12 6	25 0	7 3	14 6
Shirt factory cottons	1 9 per cent.	3 6 per cent.	1 0 per cent.	2 0 per cent.
Cottons, other than shirt factory cottons	3 6	7 0	2 0	4 0
Sweepings	7 3	14 6	4 0	8 3
Rags (not including cutting and metalling)	2 0	4 0	1 0	2 3
Ripping.				
Ripping and Sorting to Grade or Quality.				
Males. Females. Males. Females.				
Ripping woollens—	s. d.	s. d.	s. d.	s. d.
By machine	3 3 plus 10	2 0 plus 10	6 3 plus 10	4 0 plus 10
By hand	9 6 per cent.	5 9 per cent.	19 0 per cent.	11 6 per cent.

NOTE.—The above piecework prices shall be calculated on the weight of material supplied to the pieceworker.

PERIODICAL ADJUSTMENT OF WAGES.

22. 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 23.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

23. (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 22.

(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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 30th November, 1950.