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[1951

Factories and Shops Acts.

DETERMINATION OF THE MILLET BROOM BOARD.

NOTE.—This Determination on the 8th August, 1941, applied 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 power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of making—

- (a) Brooms of millet, grass, or other similar material;
(b) Mops or feather dusters,"

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.

| Broom Section. | | | Feather Duster or Mop Sections. | | | | | | (b) Other Employees. | |
|--|---------------------------|-----------------------------|----------------------------------|---------------------------|-----------------------------|----------------------------------|----------------------------------|-----------------------------|---|--------------------------------------|
| | Percentage of Basic Wage. | Wages per Week of 40 Hours. | Males. | | | Females. | | | | Wages per Week of 40 Hours. s. d. |
| | | | | Percentage of Basic Wage. | Wages per Week of 40 Hours. | | Percentage of Female Basic Wage. | Wages per Week of 40 Hours. | | |
| | | s. d. | | | s. d. | | | s. d. | | |
| 1st Year | 28 | 45 6 | 1st Year | 28 | 45 6 | 1st Year | 38 | 46 0 | Broom Making. Head sorter (i.e., a man who takes charge of a bench and who does the principal parts or the whole of the sorting) 202 0 Second sorter 197 0 Maker or sewer 202 0 Cutter off 192 6 All others 178 6 | |
| 2nd Year | 37 | 60 0 | 2nd Year | 37 | 60 6 | 2nd Year | 50 | 60 6 | | |
| 3rd Year | 42 | 68 0 | 3rd Year | 42 | 68 0 | 3rd Year | 55 | 67 0 | | |
| 4th Year | 59 | 95 6 | 4th Year | 59 | 95 6 | 4th Year | 65 | 79 0 | | |
| 5th Year | 71 | 115 0 | 5th Year | 71 | 115 0 | 5th Year | 76 | 92 6 | | |
| 6th Year | 90 | 146 0 | 6th Year | 90 | 146 0 | 6th Year | 90 | 109 6 | | |
| And thereafter the minimum wage | | | And thereafter the minimum wage. | | | And thereafter the minimum wage. | | | Feather Duster Making. Males 178 6 Females 129 0 | |
| PROPORTION IN ANY FACTORY OR PLACE. | | | | | | | | | | |
| APPRENTICES. | | | | | | | | | | |
| <i>Broom Section.</i> | | | | | | | | | | |
| One apprentice to every three or fraction of three workers receiving not less than 178s. 6d. per week of 40 hours, or the prescribed piecework prices. | | | | | | | | | | |
| APPRENTICES. | | | | | | | | | | |
| <i>Feather Duster or Mop Sections.</i> | | | | | | | | | | |
| One apprentice to every three or fraction of three workers receiving not less than 178s. 6d. per week of 40 hours. | | | | | | | | | | |
| IMPROVERS. | | | | | | | | | | |
| <i>Feather Duster Making Section.</i> | | | | | | | | | | |
| Two male improvers to every worker receiving not less than 178s. 6d. per week of 40 hours. | | | | | | | | | | |
| Two female improvers to every female worker receiving not less than 129s. per week of 40 hours. | | | | | | | | | | |
| IMPROVERS. | | | | | | | | | | |
| <i>Mop Making Section.</i> | | | | | | | | | | |
| Two male improvers to every worker receiving not less than 178s. 6d. per week of 40 hours. | | | | | | | | | | |
| Two female improvers to every female worker receiving not less than 129s. per week of 40 hours. | | | | | | | | | | |
| IMPROVERS. | | | | | | | | | | |
| <i>Broom Section.</i> | | | | | | | | | | |
| One improver to every three or fraction of three workers receiving not less than 178s. 6d. per week of 40 hours, or the prescribed piece-work prices. | | | | | | | | | | |
| | | | | | | | | | Mop Making. Males 178 6 Females 129 0 | |

3.

TIMES OF BEGINNING AND ENDING WORK.—

| | Times of Beginning. Not earlier than— | Times of Ending. Not later than— |
|---------------------------------------|--|-------------------------------------|
| On Monday to Friday inclusive | 7.30 a.m. | 5.45 p.m. |
| On Saturday | 7.30 a.m. | 12 noon |

OVERTIME.

4. (a) *Broom Section*.—(i) That any time worker who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half for the first four hours and double time thereafter.

(ii) Any piece worker who works in excess of 40 hours in any week shall for such extra time be paid half time worker's ordinary rate per hour in addition to piece-work earnings.

(b) *Feather Duster or Mop Section*.—That any time worker who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half for the first four hours and double time thereafter.

(c) *All Sections*.—An employer may require any employée to work reasonable overtime at overtime rates and such employée shall work overtime in accordance with such requirement.

MEAL ALLOWANCE

5. Any employee who is required to work for more than one hour after the usual closing time of the factory shall be paid 2s. 6d. as a meal allowance for each day that such extra time is worked.

SPECIAL RATES.

6. All work done on Sundays, New Year's Day, Australia Day, Good Friday, Melbourne Cup Day, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day 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 days, then the special rate shall be payable only for the day so substituted.

HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays, with payment at ordinary rates therefor:—The days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays proscribed in sub-clause (a) of this clause.

(c) Where an employee is dismissed within 7 days prior to any such holiday, the re-engagement of such employee within 14 days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) All employees working on piecework shall be entitled to the following holidays:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day, and they shall be paid for such holidays the amount for each holiday based on the weekly wage for a maker or sewer as set out in this Determination.

(e) Where an employee 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, the employee shall not be entitled to payment for such holiday; provided that in the event of a dispute arising as to what shall be deemed "reasonable cause" such dispute shall be referred to the Wages Board.

ANNUAL HOLIDAYS.

8. The annual holidays for employees covered by this Determination shall be two weeks in accordance with the provisions as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111).

SICK LEAVE.

9. (a) Any employee who has been in the service of an employer for not less than three months shall be entitled to 40 hours of sick leave of absence with full pay during each twelve months' service provided he or she produces within 24 hours of the commencement of such absence satisfactory evidence to his or her employer that such absence was caused by personal ill-health or an accident.

(b) Notwithstanding the provision of sub-clause (a) hereof 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 80 hours, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

TERMS OF ENGAGEMENT.

10. (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 shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited as the case may be.

(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) Provided that an employer may deduct payment for any day upon which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

KNIVES TO BE SUPPLIED.

11. Knives which shall remain the property of the employer shall be supplied to pieceworkers when necessary for the performance of their duties.

HOT WATER TO BE PROVIDED.

12. Each employer shall provide hot water for washing purposes for employees at meal time and at time of ceasing duty.

PAYMENT OF PIECE-WORKERS EMPLOYED ON OTHER WORK THROUGH BREAKDOWN OF MACHINERY.

13. Piece-workers, i.e., makers or sewers, who through a breakdown of machinery are not working on their work shall, irrespective of the work on which they may be employed, be paid at the time rate set out for a maker or sewer.

PIECE-WORK PRICES.

14. That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:—

(a) MAKING.

| Class of Brooms. | If done by hand machine, where the workman has to fetch his own material to the machine. | | If done by hand machine provided that all material for the workman be placed in position on his machine ready for him. | | If done by Power Machine. | |
|---|--|-----|--|-----|---------------------------|-----|
| | s. | d. | s. | d. | s. | d. |
| 3 bands velvet or other material, braces, and tin lock .. per doz. | 4 | 5½ | 4 | 5½ | 3 | 9 |
| 3 Velvet (i.e., with braces, 3 bands velvet or other material, or with 2 bands velvet and tin lock) | 3 | 8 | 3 | 6½ | 3 | 5 |
| 1 Velvet and braces and tin lock | 3 | 5 | 3 | 4 | 3 | 1½ |
| 1 or 2 Star (i.e., with braces and space and velvet or other material) | 3 | 0 | 2 | 11 | 2 | 8½ |
| 2 Velvet (i.e., with braces, 2 bands of velvet or other material or big tin lock) | 3 | 2½ | 3 | 1½ | 2 | 8½ |
| Carpet Lock (i.e., with band of velvet and lock) | 3 | 0 | 2 | 11 | 2 | 6 |
| Lock 1, 2, and 3 | 2 | 7 | 2 | 6 | 2 | 3½ |
| 1 Hurl Lock | 2 | 6 | 2 | 3½ | 2 | 2 |
| Daisy (i.e., with no covers and band of velvet or other material and tin lock) | 2 | 1 | 1 | 11½ | 1 | 9 |
| Common Hurl (i.e., with no covers and tin lock) | 1 | 11½ | 1 | 10½ | 1 | 9 |
| Common Grass (i.e., with no covers and one space only) | 1 | 11 | 1 | 10 | 1 | 8½ |
| Government (i.e., with 3 spaces in finish, or if made with Palmyra or other material 6d. per dozen extra) | 2 | 11 | 2 | 8½ | 2 | 4½ |
| Toy Brooms (i.e., with space, velvet, or other material) | 2 | 3½ | 2 | 1 | 1 | 10½ |
| Toy Brooms (i.e., without velvet finish) | 1 | 9 | 1 | 9 | 1 | 6½ |
| Velvet Top Brushes (if finished with one velvet) | 2 | 1 | 1 | 11½ | 1 | 9 |
| Velvet Top Brushes (if finished with two velvets) | 2 | 3½ | 2 | 3½ | 2 | 1 |
| Velvet Top Brushes (if finished with three velvets) | 2 | 4½ | 2 | 3½ | 2 | 3½ |
| Whisk, Common (if finished with two lifts of hurl) | 1 | 11½ | 1 | 9 | 1 | 6½ |
| Wooden Handle Brushes (if finished with one velvet) | 1 | 11½ | 1 | 10½ | 1 | 8 |
| Wooden Handle Brushes (common wood handle) | 1 | 9 | 1 | 8 | 1 | 5½ |

Velvet shall mean velveteen or other material.

Additional rates to those provided in clause 14 (a)—

- (i) All brooms made of grass or other material, or mixed material, shall be paid for according to finish as if millet brooms as provided by the Determination of the Board.
- (ii) All brooms made wholly of grass shall be paid for at 6d. per dozen extra.
- (iii) All other brooms made of mixed material shall be paid for at 2d. per dozen extra.
- (iv) Makers or sewers on piece-work who are required to clean their machines shall be paid a quarter of an hour per day at the wages rates fixed for makers or sewers.

(b) SEWING.

| Brooms. | If done by hand. | | If done by Lippe Walrath Sewing Machine. | | If done by Baltimore Sewing Machine. | |
|--------------------------------|------------------|----|--|-----|--------------------------------------|-----|
| | s. | d. | s. | d. | s. | d. |
| 10 lines per doz. | 2 | 7 | 1 | 4½ | 1 | 3 |
| 9 lines | 2 | 6 | 1 | 3½ | 1 | 1½ |
| 8 lines | 2 | 3½ | 1 | 1 | 0 | 11½ |
| 7 lines | 2 | 0 | 0 | 11½ | 0 | 10½ |
| 6 lines | 1 | 9 | 0 | 10 | 0 | 9 |
| 5 lines | 1 | 6 | 0 | 9 | 0 | 8 |
| 4 lines | 1 | 2 | 0 | 8 | 0 | 6½ |
| 3 lines | 1 | 1 | 0 | 6½ | 0 | 5½ |
| <i>Brushes and Toy Brooms.</i> | | | | | | |
| 3 lines per doz. | 0 | 10 | 0 | 7 | 0 | 6 |
| 2 lines | 0 | 8 | 0 | 6 | 0 | 5 |

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates 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 16. Provided that the weekly earnings of piece-workers shall be automatically increased or decreased by the same amount, and at the same time as such basic wage.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

16. (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 15.

(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 $\cdot 103$ 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 $\cdot 5$ 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 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, 30th November, 1950.