



VICTORIA GOVERNMENT GAZETTE.

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[1951

Factories and Shops Acts.

DETERMINATION OF THE LIMEBURNERS 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 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:—

(a) making lime;

(b) pulverizing or bagging limestone;

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. (Day Shift.)				Other Employees. (Day Shift.)			
Wages Per Week of 40 Hours.				Wages Per Week of 40 Hours.			
	Percentage of Basic Wage.	s.	d.			s.	d.
16 years of age or under	49	79	6	Lime burner or feeder		192	6
17 years of age	57	92	6	Drawer		192	6
18 years of age	70	113	6	Crusher hand		188	0
19 years of age	86	139	6	Operator of a mechanical bagging machine		192	6
20 years of age	100	182	6	Hydrator attendant		202	0
	plus 20/6			Lime screener		191	0
PROPORTION (WITHIN ANY PLACE).				Attendant on an automatic feeder		193	6
One apprentice and one improver to every three or fraction of three workers receiving not less than 185s. per week of 40 hours.				Drawer's assistant		188	0
An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.				Slack lime worker		188	0
				Loader (a person assigned by the foreman as responsible for the correct loading and tallying of a consignment)		180	0
				All others		185	0

EXTRA PAYMENT FOR EMPLOYEES ON AFTERNOON OR NIGHT SHIFT.

3. Employees on Afternoon or Night Shift shall receive the rates provided in clause 2, plus 7½ per cent.

SHIFTS.

4. That the hour of beginning and the hour of ending each shift shall be as follows:—

	Time of Beginning—	Time of Ending—
Monday to Friday (Day Shift)	8 a.m.	5 p.m.
Saturday "	8 a.m.	noon
Monday to Saturday (Day Shift)	7 a.m.	3 p.m.
" " (Afternoon Shift)	3 p.m.	11 p.m.
Monday to Saturday (Day Shift)	7 a.m.	3 p.m.
" " (Afternoon Shift)	3 p.m.	11 p.m.
" " (Night Shift)	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

OVERTIME.

5. The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift or in excess of 40 hours per week shall be time and a half.

MIXED FUNCTIONS.

6. An employee engaged for half or more of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

SUNDAYS.

7. Time and a half shall be the special rate payable for all work done on Sundays.

PUBLIC HOLIDAYS.

8. (a) Double time shall be the special rate payable for all work done on Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, and King's Birthday; 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.

(b) An employee who is not required to work on any holiday prescribed in sub-clause (a) hereof shall be entitled to be absent from work on such day without deduction of pay.

CRIB TIME.

9. When shifts are worked time allowed as crib time shall be deemed to be time worked.

SICK LEAVE.

10. (a) Where an employee is disabled by personal ill health (not attributable to misconduct), proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work 6½ hours of working time in each two months, or for a proportionate aggregate in a longer period, but not exceeding 40 hours of working time in any year of employment.

(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 120 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 March, 1948, shall be disregarded.

ANNUAL HOLIDAY.

11. 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.)

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates, for adult mates 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 by the same amount and at the same time as such basic wage as prescribed by clause 13.

In addition to the total basic wage provided in this clause the adult rates set out in clause 2 contain margins, and in addition war loadings of 4s.

Apprentices and improvers receive a *pro rata* war loading.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

13. (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 12.

(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 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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 15th November, 1950.