



VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Vinegar and Yeast Section.)

NOTES.—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 18th July, 1933, 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 lamp shades;
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 vinegar and yeast, the following Determination, namely:—

1: That on the 14th December, 1953, the last previous Determination for this section shall be revoked and replaced by this Determination.

No. 129.—12508/53.—PRICE 6d.

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.			Females.			Males.	
	Percentage of Basic Wage.	s. d.		Percentage of Female Basic Wage.	s. d.		s. d.
Under 17 years of age	43	102 0	Under 17 years of age	55	97 6	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	273 0
17 years of age ..	53	125 6	17 years of age ..	61	108 6	All others ..	267 0
18 years of age ..	70	166 0	18 years of age ..	67	119 0	Men engaged in cleaning vinegar generators—	
19 years of age ..	89	211 0	19 years of age ..	83	147 6	7s. 6d. for each generator cleaned	
20 years of age ..	98	232 6	20 years of age ..	90	159 6	Females.	
and thereafter the rate prescribed for adults.				All adults ..			182 6
PROPORTION (in any place).							
One male improver to every five or fraction of five male persons receiving not less than the minimum rate prescribed for male adults.							
One female improver to every five or fraction of five female persons receiving not less than the minimum rate prescribed for female adults.							

HOURS OF LABOUR.

3. Each employee shall have a fixed starting time. The ordinary hours of employment shall be 40 per week such hours to be worked between 6 a.m. and 6 p.m. on Monday to Friday inclusive (exclusive of meal hours). Eight hours shall constitute a day's work.

OVERTIME RATES AND TEA MONEY.

4. (a) If an employee works earlier than his starting time or later than his finishing time, or more than 40 hours per week, he shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter.

(b) Employees who are required on any day to work overtime extending beyond 5.45 p.m. on Monday to Friday inclusive, shall be paid 2s. 6d. tea money, unless on the previous day before ceasing work they shall have been notified of the intention to work such overtime. Where such notice shall have been given, and any new circumstances arise, the employer shall be entitled before noon on the day appointed for such overtime to cancel such notice, and in that case the employee shall not be entitled to tea money.

(c) Should an employee be required to work during his meal break he shall be paid at the rate of time and a half for such work and on completion of such work shall be allowed a quarter of an hour break without deduction of pay.

OVERTIME WORK.

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

SUNDAYS AND HOLIDAYS.

6. (a) All work performed on Sunday shall be paid for at the rate of time and half and on holidays at the rate of double time; if no work is done, the ordinary rates shall be paid for holidays.

(b) Provided that where an employee has not been absent on any week day in any one week without valid reason double time shall be paid for Sunday work.

CASUAL EMPLOYEES.

7. Casual employees shall mean and be deemed to be any employee engaged for a less period than 40 hours per week. All casual employees in compress yeast factories and vinegar works shall be paid one-tenth per day in addition to the wage rates prescribed by this Determination.

CONTRACT OF EMPLOYMENT.

8. All employees shall be engaged by the week and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid. Such notice shall be given at the end of a working week. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinafter mentioned and except absence without deduction of pay in accordance with clause 9 hereof.

SICK LEAVE.

9. Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for two and one half days in each quarter or for a proportionate aggregate in a longer period, but not exceeding a period of ten ordinary working days in any year of employment. To the extent such sick leave is unused by an employee the said sick leave shall be cumulative.

HOLIDAYS.

10. New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Christmas Day, Boxing Day, and Melbourne Cup Day, shall be holidays for the purposes of this Determination, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays.

10A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 10 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

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.

WATERPROOF CLOTHING AND CLOGS.

12. Where an employee is called upon to work in or with water he shall be provided with water-proof clothing, apron and clogs free during the time he is called upon to perform such duties. Provided further that suitable protective clothing and appliances shall be provided in all places where reasonably necessary.

SHOWERS.

13. Adequate hot and cold showers shall be provided by each employer for his employees.

POSTING DETERMINATION.

14. This Determination shall be posted in a conspicuous place on his working premises by each employer.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates set out in clause 2 (b) are based upon the following basic wage for adult males and minimum rate for adult females, and, pursuant to and in accordance with 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.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies—		
Males	11 17 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, 1954, 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 .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, 14th December, 1953.

