



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, MAY 28.

[1957

Labour and Industry Acts.

DETERMINATION OF THE CLEANERS BOARD.

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

(b) On 24th May, 1955, the Charworkers Board was deprived of all its powers which were conferred exclusively on the Cleaners Board.

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed for persons employed—

“(1) at cleaning work in or about—

- (a) sub-primary, primary, or secondary schools or other educational institutions; or
(b) apartment-houses or lodging-houses; or

(2) at office cleaning or general cleaning work of a like character in or about any building in which any process, trade, business, or occupation is carried on for profit—

but not including persons subject to the jurisdiction of the Boarding Houses Board, the Boarding School Employees Board, the Hospital and Benevolent Asylum Attendants Board, or the Hotel and Restaurant Board,” has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st April, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. The following rates are based upon a basic wage of £13 3s. 0d.

Improvers.			Other Employees.		Within the Metropolitan District and the Geelong District as defined in the Labour and Industry Act; the Cities of Ballarat, Bendigo, and Warrnambool, the Boroughs of Eaglehawk and Sebastopol and within Mildura and Gippsland Districts.	Elsewhere in Victoria.
MALES.	Percentage of Basic Wage.	Per Week of 40 Hours.	WAGES.*	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
WAGES.		s. d.	Males.	s. d.	s. d.	s. d.
Under 19 years of age ..	84	168 6	Office cleaners or general cleaners in charge of—			
19 and under 20 years of age ..	75	197 0	11 or more office cleaners or general cleaners	338 6	335 6	
20 years of age	87	229 0	4 to 10 office cleaners or general cleaners	331 6	328 6	
			1, 2, or 3 office cleaners or general cleaners	303 0	300 0	
			Other office cleaners or general cleaners	283 0	280 0	
PROPORTION. <i>Improvers.</i> One male improver to every five male workers receiving not less than 280s. per week of 40 hours.			* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel, or light.			

Improvers.			Other Employees.	Within the Metropolitan District and the Geelong District as defined in the Labour and Industry Act; the Cities of Ballarat, Bendigo, and Warrambrook, the Boroughs of Eaglehawk and Sebastopol and within Mildura and Gip-land Districts.	Elsewhere in Victoria.
FEMALES. WAGES.			Females.		
	Percentage of Female Basic Wage.	Per Week of 40 Hours. s. d.	Office cleaners or general cleaners in charge of—	Per Week of 40 Hours. s. d.	Per Week of 40 Hours. s. d.
Under 19 years of age ..	80	157 6	11 or more office cleaners or general cleaners	286 6	283 6
19 and under 20 years of age ..	93	183 0	4 to 10 office cleaners or general cleaners	281 6	278 6
20 years of age	100+8/6	205 6	1, 2, or 3 office cleaners or general cleaners	270 6	267 6
			Other office cleaners or general cleaners	266 6	263 6
PROPORTION. <i>Improvers.</i> One female improver to every ten female workers receiving not less than 263s. 6d. per week of 40 hours.			NOTE. —The employer shall supply all necessary tools and materials free.		

NOTE.—The Board has determined that no person shall be taken as an apprentice.

3. **TIMES OF BEGINNING AND ENDING WORK.**

Times of Beginning.		Times of Ending.	
<i>(a) For Males—</i>			
6 a.m.	12 noon on Saturday.
6 a.m.	6 p.m. on the other working days of the week.
<i>(b) For Females—</i>			
6 a.m.	12 noon on Saturday.
6 a.m.	9 p.m. on the other working days of the week.

OVERTIME.

4. That the following rates shall be paid for overtime:—

Outside the hours fixed in clause 3 Time and a quarter except that males shall be paid at the rate of time and a half for all work performed by them on Saturday after 12 noon and females double time for all work performed by them on Saturday after 12 noon.

Within the hours fixed in clause 3, in excess of the number of hours as fixed for a week's work Time and a half for the first four hours, and double time thereafter.

EMPLOYMENT FOR LESS THAN FULL WEEK.

5. (a) **MALES.**—(i) Male employees ready, willing, and available to work a full week if required who are employed during any week for less than the working week of 40 hours, shall be paid for the first twenty hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any male person who is not engaged for a week who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness inability or some other sufficient cause beyond his control.

(ii) Male employees not ready, willing, and available to work a full week if required, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(b) **FEMALES.**—(i) Female employees, who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter.

(ii) Female persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 40 hours shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

ALLOWANCES.

6. (i) If a cleaner is required to clean windows and it is necessary to go wholly outside the window, or climb around an outside column to do such cleaning, and if such cleaning is at a height of more than 10 feet from the ground or verandah, he shall be paid 2d. extra for every such window cleaned. Provided that nothing in this sub-clause shall apply to cleaning from a ladder resting on the ground.

(ii) Where cleaning is done from a ladder, and the height of any portion of the window to be cleaned exceeds 15 feet from the ground, the employee shall be paid 2d. extra for each window so cleaned.

(iii) The amount payable under this clause shall not exceed 2s. per day.

RESTRICTION AS TO CLEANING OF SANITARY CONVENIENCES.

7. No female employee shall be required to clean or attend to any sanitary convenience provided for persons of the male sex.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

SICK LEAVE.

9. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill-health or accident shall be entitled to sick pay as follows:—

- (i) During the first year— $3\frac{1}{2}$ hours' ordinary pay for each complete month of service or, in the case of an employee who works for less than a full week, a *pro rata* amount of $3\frac{1}{2}$ hours' ordinary pay, based on the number of hours worked each month;
- (ii) During any subsequent year of service—40 hours' ordinary pay or, in the case of an employee who works for less than a full week, a *pro rata* amount of 40 hours' ordinary pay, based on the number of hours worked each year.

Provided that, in either case, such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

For the purposes of this sub-clause, service prior to the 1st November, 1949, shall be disregarded, provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of any employee on the 1st November, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

PAYMENT FOR HOLIDAYS.

10. (a) Except as hereinafter provided, all employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Anzac Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Christmas Day, and Boxing Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall apply only to the day so substituted.

Provided that the following employees shall not be entitled to payment for such holidays:—

- (i) In any week in which one of such holidays occur—any male employee who has been employed for less than $30\frac{1}{2}$ hours;
- (ii) In any week in which two of such holidays occur—any male employee who has been employed for less than $22\frac{1}{2}$ hours.

(b) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

SPECIAL RATES.

11. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, or Boxing Day; 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.

RUBBER GLOVES AND OVERALLS TO BE SUPPLIED.

12. All employees with not less than six weeks' service with the same employer shall be supplied with suitable rubber gloves for the cleaning of sanitary conveniences and overalls free of cost to employees and such gloves and overalls shall remain the property of the employer.

Provided that, in the event of an employer not supplying protective clothing as provided herein, the employer shall pay the sum of 2s. per week to the employee: Provided further that, where an employee is only engaged for 20 hours per week or less, the amount of compensation shall be 1s. per week.

MEAL ALLOWANCE.

13. Where an employee is directed by the employer to work more than two hours after his or her usual finishing time without being notified the previous day or earlier he or she shall be supplied by the employer with a meal or be paid a meal allowance of 5s.

RIGHT OF ENTRY OF UNION OFFICIAL.

14. A duly accredited representative of the Federated Miscellaneous Workers Union of Australia (Victorian Branch), shall have the right to enter establishments where cleaners are employed and interview employees on legitimate union business during their usual meal or tea breaks on the following conditions:—

- (a) That he produces his authority to the employer or his representative.
- (b) That he interviews employees 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 disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions of this clause such employer may refuse right of entry.

TERMINATION OF EMPLOYMENT.

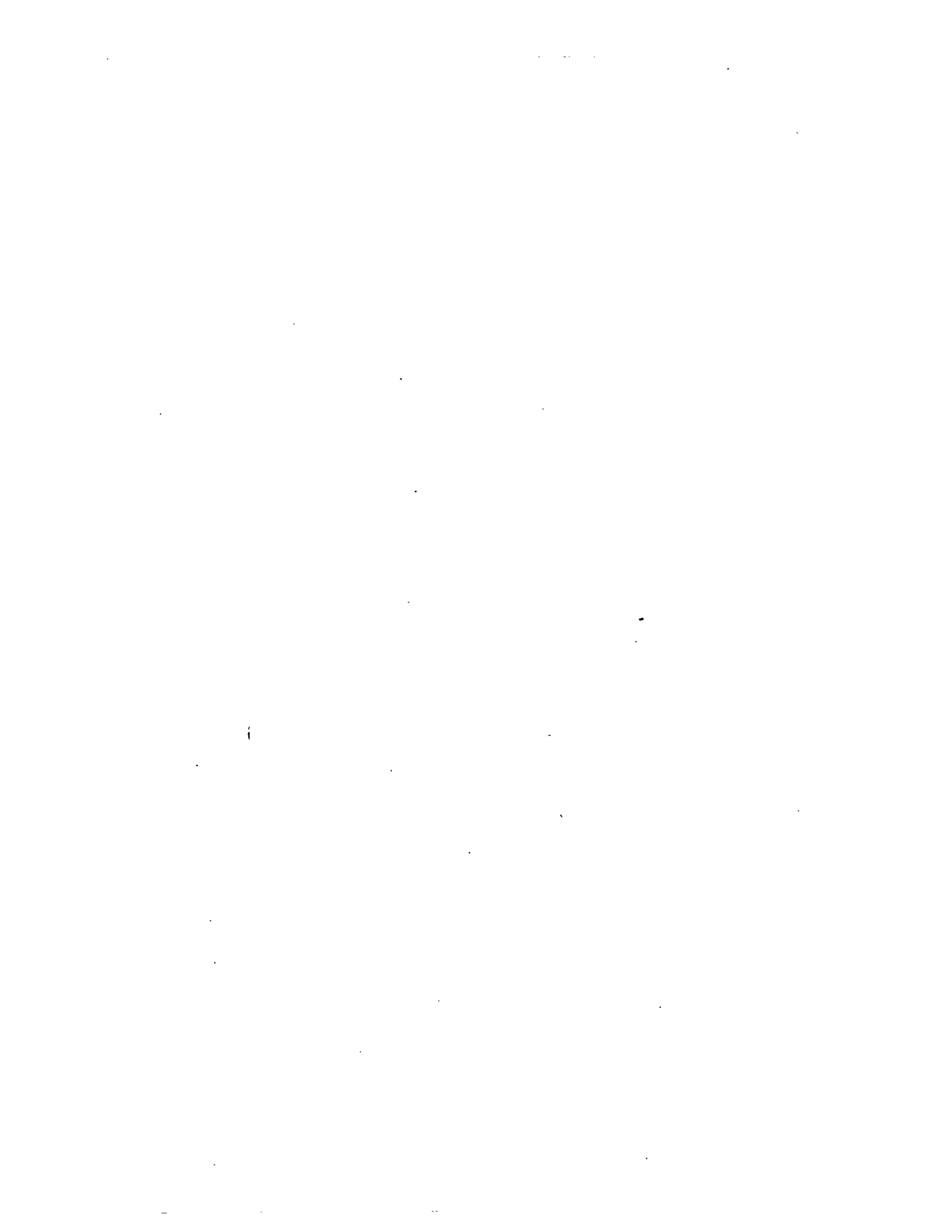
15. The employment of employees who work a 40 hour week shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be.

This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases the wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

P. A. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 18th March, 1957.

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DETERMINATION OF THE PLUMBERS BOARD.

NOTE.

Notice of appeal to the Industrial Appeals Court has been lodged against the Determination.

Section 45 (b), Act 5771, provides that, when an appeal is made in accordance with that Act, the Determination appealed against shall not come into operation until the Appeal has been dealt with by the Court.

4058/57.

