



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 273]

THURSDAY, NOVEMBER 26.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE AERATED WATER TRADE BOARD.

NOTE.—This Determination on the 4th December, 1931, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), 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 process, trade or business of an aerated water or cordial or non-intoxicating beer manufacturer," has made the following Determination, viz.:—

(1) That on the 4th December, 1931, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

	Wages per week of 48 hours.				
	Melbourne, Swan Hill, and Mildura.	Ballarat.	Bendigo and Castlemaine.	Geelong.	Elsewhere in Victoria.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Under 17	1 0 9	0 19 10	0 19 5	1 0 9	1 0 1
17 and under 18	1 5 8	1 4 7	1 3 11	1 5 5	1 4 9
18 and under 19	1 11 1	1 10 0	1 9 1	1 11 1	1 10 2
19 and under 20	1 18 9	1 17 2	1 16 0	1 18 6	1 17 5
20 and under 21	2 6 10	2 4 10	2 3 5	2 6 2	2 5 3

PROPORTION (within any factory or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 59s. per week of 48 hours.

Improvers.

One improver to every fifteen adult workers receiving not less than 59s. per week of 48 hours.

Provided that not more than one person under the age of 21 years shall be employed by any employer to each two or fraction of two adults employed by the said employer.

Other Adult Employees.

	Wages per week of 48 hours.				
	Melbourne, Swan Hill, and Mildura.	Ballarat.	Bendigo and Castlemaine.	Geelong.	Elsewhere in Victoria.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	4 1 6	3 18 9	3 17 0	4 1 0	3 19 3
Employee who under the direction of employer or foreman is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	3 12 6	3 9 9	3 8 0	3 12 0	3 10 3
Employee on automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	3 8 0	3 5 3	3 3 6	3 7 6	3 5 9
Employee bottling aerated or carbonated waters	3 5 9	3 3 0	3 1 3	3 5 3	3 3 6
Employee engaged in handling Glauber Salts	3 5 3	3 2 7	3 0 9	3 4 10	3 3 0
All other male adults (basic wage)	3 3 6	3 0 9	2 19 0	3 3 0	3 1 3
Leading hands in any department, 11d. per day in addition to the above rates					

(3) **DEFINITION OF JUVENILE WORKERS.**—Persons under 21 years of age (other than apprentices or improvers, employed in the syrup room or at syphoning, stoppering, capsuling, labelling, wrapping, wiping, cleaning up, marking cases, sighting, wiring, tying, stacking cases not more than 5 feet high, and any other work of a light nature.

Provided that juveniles under the age of 19 years shall not be called on to work on machine labelling unless they are paid the rates fixed for a male juvenile of 19 years.

(4) **TIME OF BEGINNING AND ENDING WORK.**—

Time of Beginning.					Time of Ending.
7.30 a.m.	..	..	..	..	12 noon on Saturday.
7.30 a.m.	..	..	..	..	6 p.m. on the other working days of the week.

(5) **OVERTIME.**—The following rate shall be paid for all work done—

- (a) Outside the hours fixed in Clause (3) } Time and a half for the first four hours on any day,
 (b) Within the hours fixed in Clause (3) in excess of 4½ hours on Satur- } and double time thereafter.
 day or 8½ hours on the other working days of the week

(6) **TERMS OF EMPLOYMENT.**—(a) All employees, other than temporary employees, shall be engaged by the week and shall be paid weekly.

(b) Except as to temporary employees, a week's notice at least shall be given by the employer or the employee to terminate employment, or in lieu of such notice a week's wages shall be paid. Such notice shall be given to expire at the end of the regular working week. If the employment is terminated, all money due to the employee shall be paid on the day of termination.

(c) The next preceding sub-clause (b) shall not apply if and when an epidemic, fire, strike, or breakdown of machinery occurs causing a stoppage of labour beyond the control of the employer.

(d) The week's work shall terminate at quitting time on the last day of the regular working week which shall not be later than Thursday or Friday in the week, and the pay day shall be not later than the day next succeeding such last day.

(e) If an employee absents himself from duty, the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this subclause shall not apply to absence on holidays in accordance with clause 10, and as to cases of illness is subject to the subclause (f) next hereto.

(f) If the absence from duty of an employee engaged by the week be reasonable because of his own illness, and he produce to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate four days during any one year of the employment or a proportionately less time during any shorter period of the employment. Provided that this subclause shall not apply to any employee who has not been in the employment for three months.

(7) **MEAL HOURS.**—An employee who has worked continuously for a period of five hours shall be allowed an interval off duty without pay of not less than 40 minutes nor more than 60 minutes for a meal.

(8) **TEMPORARY EMPLOYEES.**—A temporary employee shall mean and be deemed to be any employee engaged for a less period than one full working week. He shall be paid per hour at a rate not less than one-fortyeighth of the rate prescribed for an employee engaged by the week for similar work with an addition of one-fifth. Payment of his wages shall not be delayed beyond the termination of his employment.

(9) **TEA MONEY.**—An employee required to work overtime in excess of one hour and a half after the usual finishing time without having been notified on the previous day that he would be so required shall either be supplied with a meal or be paid 2s. by the employer.

(10) **HOLIDAYS AND SUNDAYS.**—(a) For the purposes of this Determination the days generally observed as the following shall be holidays:—New Years Day, Anniversary Day, Good Friday, Easter Monday, Anzac Day, Eight Hours Day, Union Picnic Day, Cup Day, Christmas Day, and Boxing Day.

(b) If any of the said-named days falls on a Sunday and no week day is generally observed on such day, a week day in lieu thereof shall be allowed to each employee and shall in respect of such employee be treated as if it were such named day.

(c) All work performed on Sundays or holidays shall be paid for at the rate of double time with a minimum payment as for four hours.

(d) If an employee is required to work on a holiday he shall be notified thereof at least 12 hours before such holiday, and if he is not so notified, shall be paid at the rate of treble instead of double time unless it can be proved that it was not reasonably practicable to notify him.

(11) **WATERPROOF CLOTHING AND BOOTS.**—Where it is necessary for an employee to wear waterproof clothing or boots or clogs, the same shall be provided by the employer.

(12) **GLOVES.**—All employees working on bottling machines or requiring to bring their hands in contact with broken glass, shall be supplied with suitable protective gloves by the employer.

(13) **TIME AND WAGES SHEET.**—All employers shall keep a time sheet and a wages sheet which may be either combined or separate. The hours worked each day by and the wages paid to each employee shall be entered thereon in ink.

(14) **DEFINITIONS.**—In this Determination unless a contrary intention appears—

“Foreman” shall mean and be deemed to be a person who is responsible for other employees' work, and has the power to engage or dismiss any person subject to the approval of the employer.

“Leading hand” is an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees.

HARRIE B. LEE, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 20th November, 1931.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 274]

THURSDAY, NOVEMBER 26.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS BOARD.

This Determination on the 28th November, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677), and the Order in Council thereunder, and such portion of the city of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Wages Board which since the 20th April, 1926, has had the power to "determine the lowest prices or rates which may be paid to any person employed—

- (a) as a Storeman, Packer, or Sorter,
- (b) in assisting a Storeman, Packer, or Sorter,
- (c) as an assembler, collector, or checker of goods in course of receipt or despatch—

but not including any person subject to the jurisdiction of any of the following Boards:—

Aerated Water Trade Board	Grocers Sundries Board	Restaurant Board
Agricultural Implements Board	Ham and Bacon Curers Board	Rubber Trade Board
Agricultural Implements Board (Country)	Hotel Employees Board	Shops Board No. 1 (Boot Dealers)
Bedstead Makers Board	Ice Board	Shops Board No. 9 (Drapers and Men's Clothing)
Biscuit Board	Jam Trade Board	Shops Board No. 12 (Fuel and Fodder)
Boarding Houses Board	Leather Goods Board	Shops Board No. 13 (Fuel and Fodder—Country)
Browsers Board	Marine Stores Board	Shops Board No. 14 (Furniture Dealers)
Butter Board	Meat Preservers Board	Shops Board No. 15 (Grocers)
Candlemakers Board	Millet Broom Board	Shops Board No. 16 (Hardware)
Cardboard Box Trade Board	Nailmakers Board	Soap and Soda Board
Cigar Trade Board	Paper Board	Starch Board
Confectioners Board	Paper Bag Trade Board	Tea Packing Board
Cordage Board	Pastrycooks Board	Tinsmiths Board
Fellmongers Board	Picture Frame Board	Wholesale Grocers Board
Flock Board	Plate Glass Board	Wireworkers Board
Flour Board	Polish Board	Woodworkers Board
Flour Board (Country)	Pottery Board	Woodworkers Board (Country)
Furniture Board (Wood, Mantlepiece, or Overmantel)	Printers Board	Woollen Trade Board.
Glassworkers Board	Printers Board (Country)	
	Printers Board (Provincial)	

has made the following Determination, namely:—

(1) That on the 28th November, 1931, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.			Number (in any place).
	Wages per Week.		APPRENTICES.
	Males.	Females.	
	s. d.	s. d.	
Under 16 years of age ..	15 3	15 3	One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.
16 to 17 years of age ..	20 6	20 6	An indenture of apprenticeship proscribed by the Board was approved on 24th May, 1923.
17 to 18 years of age ..	26 9	22 6	
18 to 19 years of age ..	37 0	26 6	MALE IMPROVERS.
19 to 20 years of age ..	47 6	29 0	One male improver to every four or fraction of four male workers receiving 68s. per week.
20 to 21 years of age ..	59 0	33 0	FEMALE IMPROVERS.
			Laundries.
			One female improver to every three or fraction of three female workers receiving 38s. 3d. per week.
			Any Other Place.
			One female improver to every four or fraction of four female workers receiving 38s. 3d. per week.

Provided that any female improver employed packing or sorting laundry-work shall, after completing 3 years' experience, be paid the wage fixed for an adult.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.
No. 274.—12318.

OTHER EMPLOYEES.	Storemen employed in Filled, Roll, and Sheet Glass Stores and Storemen employed receiving Stores and Tools into Engineering Establishments or who are in charge of, or issue such stores and tools for use in such establishments.	Males employed in (or on) or in connexion with—										Females employed in or in connexion with—	
		Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Lime, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Softgoods Warehouses.	Iron Factories, or Wholesale Chemists' Warehouses.	Tobacco, Paint, Painter's Oils, Colour and Varnish Stores.	Bulk Paper, or Bulk Salt Stores, Electrical Goods, Furniture, Machinery, or Dye Stores.	Stores in which Stores are Stocked and Stores in which Sausage Casings are stored, Packed or Sorted.	Any other place.	Manufacturing Chemists' Factories.	Any other place.	
		WAGES PER WEEK OF—											
	48 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	48 Hours. s. d.	48 Hours. s. d.	48 Hours. s. d.	48 Hours. s. d.	40 Hours. s. d.	48 Hours. s. d.	
Storeman, or Male or Female Packer or Sorter in any Store, who (notwithstanding he or she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting in such store)—												Provided that females employed in or in connexion with any establishment in which the hours for males are fixed at less than 48 per week shall be subject to the same number of hours as those fixed for males.	
(a) Works singly ..	77 0	83 0	77 0	73 6	72 9	75 0	75 0	77 0	72 6	40 3		s. d. 40 3	
(b) Supervises or directs the number of persons 18 years of age or over of the same sex, indicated hereunder, viz. :—													
(a) 1, 2, 3, 4, 5, or 6 such persons ..	79 3	88 0	77 0	76 0	74 9	77 3	77 3	79 3	74 9	43 3		43 3	
(b) 7 or more such persons ..	93 3	88 0	77 0	90 0	89 3	92 0	92 0	93 3	89 3	49 3		49 3	
Storeman in charge of a bulk store removed from the main place of business, ..	77 0	..	..	..	72 6	75 0	75 0	77 0	72 6	..	..	..
Packers of crockery, china, or glassware ..	..	..	..	..	..	..	..	..	75 9	..	..	..
Packers of metal window frames ..	..	..	..	..	..	..	..	..	72 6	..	..	..
Persons handling pianos, piano-players, or organs ..	..	..	..	..	..	..	..	..	72 6	..	..	..
All adults not otherwise provided for ..	72 6	88 0	77 0	70 9	68 0	70 3	70 3	72 6	68 0	38 3		38 3	

(3) TIMES OF BEGINNING AND ENDING WORK—

On the ordinary working days of the week .. 7 a.m. .. 6 p.m.
 On Saturday, or the day on which the weekly half-holiday is observed .. 7 a.m. .. { 12 noon in bulk paper, bulk lime, or cement store
 12.30 p.m. in any other place.

(4) OVERTIME.—The following rates shall be paid for all work done :—

Between midnight and 7 a.m. 4s. per hour.
 At any other time outside the times of beginning and ending work as herein fixed ..
 Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week .. Time and a half.

(5) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Anzac Day (in industries named in the second schedule to the *Anzac Day Act 1928*), King's Birthday (3rd June), 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 days so substituted.

(6) TIME RATE.—Any person (other than those in potato or onion stores, on wharfs, or in wharf sheds, customs railways sheds or fumigating sheds) employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the maximum number of hours fixed in this determination be paid at the ordinary wages rate with an addition of fifty per centum.

(7) RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.—The maximum weight to be lifted by any female over 18 years of age, employed in an Egg Store, shall be thirty pounds.

(8) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

(9) PIECE-WORK.—The Board determines under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piece-work prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

R. J. EDWARDS, Chairman.
 H. N. JONES, Secretary.

Dated at Melbourne this 13th day of November, 1931.