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Factories and Shops Act 1928. (No. 3677).

DETERMINATION OF THE HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

NOTE.—This Determination on the 7th March, 1932, applied to the whole of the State.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), 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 (not including professional employees or nurses) employed in or about—

- (a) a hospital or benevolent asylum doing any kind of work connected with the carrying on of a hospital or benevolent asylum;
- (b) a sanatorium for the treatment of persons suffering from any form of tuberculosis;
- (c) a hospital or home for the treatment of the mentally afflicted doing any kind of work connected with the carrying on of such a hospital or home

has made the following Determination, namely:—

(1) That on the 7th March, 1932, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 48 HOURS WITHOUT BOARD AND LODGING.*				PROPORTION (IN ANY PLACE).	
	Male Apprentices or Improvers.	Female Apprentices or Improvers.		<i>Apprentices.</i> MALES. One male apprentice to every three or fraction of three male workers receiving not less than 7s. per week of 48 hours. FEMALES. One female apprentice to every three or fraction of three female workers receiving not less than 40s. per week of 48 hours. <i>Improvers.</i> MALES. One male improver to every ten or fraction of ten male workers receiving not less than 7s. per week of 48 hours. FEMALES. One female improver to every eight or fraction of eight female workers receiving not less than 40s. per week of 48 hours.	
		Employed in the Metropolitan District: Cities of Ballarat, Bendigo or Geelong; Town of Mildura; or Mooroopna; Riding of Shire of Rodney.	Employed in any other part of Victoria.		
Under 16 years of age ..	s. d. 20 0	} 34 6	} 33 6		
16 years of age ..	25 0				
17 " ..	31 6				
18 " ..	34 0				
19 " ..	42 0				
20 " ..	56 6				

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 16s. per week less, and in the case of an adult female employee or an apprentice or improver 15s. per week less than the rate fixed without board and lodging.

OTHER EMPLOYEES.

(a) Employed in the Metropolitan District; the Cities of Ballarat, Bendigo, or Geelong; the Town of Mildura, or the Mooroopna Riding of Shire of Rodney.

<i>Males.</i>		<i>Females.</i>	
WAGES WITHOUT BOARD AND LODGING.*		WAGES WITHOUT BOARD AND LODGING.*	
	Per week of 48 hours. s. d.		Per week of 48 hours. s. d.
Clerks	77 0	Clerks	49 6
Cooks—First	81 6	Cooks in charge of—	
Other cooks	76 6	One to three kitchen employees	54 6
Dresser, head, where five or more dressers are employed	103 0	Four to seven kitchen employees	62 0
Dressers doing venereal diseases work	97 0	Eight or more kitchen employees	72 0
Other dressers—		Second cooks	52 0
1st year's experience as such	77 0	Other cooks	49 6
2nd year's experience as such	82 0	Head housemaids	44 6
Thereafter	87 0	Housekeepers	59 6
Foreman in charge of—		Head laundresses in charge of—	
One to nine employees	70 6	One to three persons	52 0
Ten or more employees	87 0	Four or more persons	57 0
Assistant foreman	77 0	Second laundresses	47 0
Gardeners in charge of one or more gardeners or where there is only one employed	76 6	Laundresses where only one employed	47 0
Other gardeners	74 0	Sorters	47 0
Incinerator attendants	74 0	Washing machine hands	55 0
Kitchenmen or scullerymen	74 0	Storekeeper in charge of one or more store hands or where there is only one employed	49 6
Laboratory assistants	82 6	Storekeeper's assistants—	
Laundrymen	74 0	1st year's experience as such	40 0
Mortuary-men employed solely on post-mortem work	92 0	2nd year's experience as such	41 0
Other mortuary-men	77 0	Thereafter	42 0
And 10s. extra for each post-mortem		Stenographers and typistes	54 6
Motor or motor ambulance drivers or assistants	76 6	Telephone attendants	57 0
Operating theatre attendants	77 0	Waitresses—	
Porters—		1st year's experience as such	40 0
Casualty—engaged on preparations and theatre work	77 0	2nd year's experience as such	41 0
Dispensary	77 0	Thereafter	42 0
Night	76 6	Wardmaids—	
Relieving	76 6	1st year's experience as such	40 0
X-ray	74 0	2nd year's experience as such	41 0
Recording attendants	77 0	Thereafter	42 0
Splint makers	87 0	Seamstresses who cut out and fit garments	52 0
Splint makers' assistants	74 6	Other seamstresses—	
Storemen in charge of one or more storemen or where there is only one employed	79 6	1st year's experience as such	40 0
Other storemen	74 0	2nd year's experience as such	41 0
Telephone attendants	77 0	Thereafter	42 0
Ward cleaners handling sputum mugs	77 0	All others—	
Other ward cleaners	74 0	1st year's experience as such	40 0
X-ray attendants	82 0	2nd year's experience as such	41 0
X-ray technicians—		Thereafter	42 0
1st year's experience as such	74 6		
2nd year's experience as such	89 6		
Thereafter	99 6		
All others	74 0		

(b) Employed in any other part of Victoria.

<i>Males.</i>		<i>Females.</i>	
WAGES WITHOUT BOARD AND LODGING.*		WAGES WITHOUT BOARD AND LODGING.*	
	Per week of 48 hours. s. d.		Per week of 48 hours. s. d.
Adults	74 0	Clerks	45 0
		Cooks—	
		First—or where there is only one employed	54 6
		Second	49 6
		Head laundress	47 0
		Other laundresses	42 0
		Stenographers and typistes	50 0
		Telephone attendants	45 0
		All others—	
		1st year's experience	40 0
		2nd year's experience	41 0
		3rd year's experience	42 0

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 10s. per week less, and in the case of an adult female employee or an apprentice or improver 15s. per week less than the rate fixed without board and lodging.

(3) ALLOWANCES.—Persons (other than dressers) employed within a radius of 20 miles from the General Post Office, Melbourne, who handle or dress patients suffering from venereal diseases or patients qualified for admission to infectious diseases hospitals, or handle clothes (not previously disinfected) that are used on or worn by such patients, or handle microscopic slides in connexion with cases of an infectious nature, shall be paid 7s. 6d. per week in addition to the rates provided in Clause 2.

(4) OVERTIME.—For work done in excess of the maximum number of hours fixed as a week's work—Time and a half, calculated on the rates fixed without board and lodging.

(5) HOLIDAY RATES.—Time and a half calculated on the rates fixed without board and lodging shall be the rate for all work done within a radius of 20 miles from the General Post Office, Melbourne, on the following holidays:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Eight Hours Day, Anzac Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays this special rate shall only be payable for work done on the day so substituted.

(6) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted by such employer the following leave at least in each year on full pay—

- (a) If employed within a radius of 20 miles from the General Post Office, Melbourne, seven days.
- (b) If employed outside a radius of 20 miles from the General Post Office, Melbourne, fourteen days.

Provided that any employee outside the radius mentioned who prior to this Determination coming into force and in his present employment received more than one week's leave per year shall be entitled to fourteen days' leave plus the number of days in excess of one week which he formerly received.

(7) **SICK LEAVE.**—Any employee who furnishes to the Board of Management of the institution or the proprietor of the hospital where he or she is employed satisfactory evidence that he or she is unable to perform his or her duties on account of illness contracted in the discharge of such duties shall, while incapacitated, be entitled to sick leave on full pay for a period not exceeding four weeks.

(8) **A FULL WEEK'S WAGES TO BE PAID.**—Any employee (other than a casual worker) willing to work who is employed by a public institution and who works for less than the full working week, viz., 44 hours in the case of seamstresses and 48 hours in all other cases, shall be entitled to the payment of a full week's wage.

(9) **DRESSING ROOMS, ETC.**—Dressing rooms, and lunch rooms, shall be provided for non-resident employees and suitable healthy accommodation for resident employees.

(10) **UNIFORMS, ETC.**—Uniforms, overalls, caps, and aprons, shall be provided and laundered free of cost for employees required to wear same.

(11) **RUBBER GLOVES, ETC.**—Rubber gloves and all necessary safety appliances shall be provided free of cost for the use of employees, and an adequate supply of same shall be maintained.

(12) **TERMINATION OF EMPLOYMENT.**—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, and any employee failing to give such notice shall be liable to forfeit one week's pay in lieu thereof.

(13) **UNION INTERVIEWS.**—During working hours employees of any Public institution subject to this Determination may, with the consent of the Secretary or Superintendent of such institution (which consent shall not be unreasonably withheld) be interviewed by the Secretary of the Hospital, Dispensary, and Asylum Employees and Allied Government Officers' Federation of Australia, No. 1 Victorian Branch, or have their union contributions collected by the steward of the said organization.

D. BERRIMAN, J.P., Chairman.

F. A. MARZORINI, Secretary.

Melbourne, 20th February, 1932.

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