



VICTORIA GOVERNMENT GAZETTE.

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No. 173]

THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

DETERMINATION OF THE GAS WORKS BOARD.

NOTE.—This Determination on the 3rd September, 1936, applied to the whole of the State of Victoria.

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 or in connexion with making coal gas for trade or sale, but not including any person or persons or classes of persons subject to the Determination of any Wages Board heretofore appointed," has made the following Determination, namely:—

(1) That on the 3rd September, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

	Wages per Week of 44 Hours.					
	Within the Metropolitan District as defined in the Factories and Shops Act: the City of Mordialloc; the Shires of Mornington, Dandenong, and Frankston and Hastings.	Within the Geelong District as defined in the Factories and Shops Act.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Warrnambool.	Elsewhere in Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
*Under 15 years of age	15 2	15 9	15 4	14 8	15 8	13 11
*15 years and under 16 years of age ..	18 11	19 8	19 2	18 4	19 7	17 5
*16 " " 17 " " ..	22 9	23 7	22 11	22 0	23 5	20 11
*17 " " 18 " " ..	30 4	31 6	30 7	29 4	31 3	27 11
*18 " " 19 " " ..	37 10	39 4	38 3	36 8	39 1	34 10
*19 " " 20 " " ..	49 3	51 2	49 9	47 8	50 10	45 4
*20 " " 21 " " ..	60 7	63 0	61 2	58 8	62 6	55 10

* Apprentices and Improvers under twenty years of age shall be paid 3s. per week extra if employed at shift work.

PROPORTION (IN ANY PLACE).

Apprentices.—One Apprentice to every three or fraction of three workers receiving not less than the minimum wage.

Improvers.—Such number of Improvers as shall not, together with Apprentices, exceed, in the aggregate, one to every three or fraction of three workers receiving not less than the minimum wage.

(3)

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.						
	Within the Metropolitan District as defined in the Factories and Shops Act.	Within the City of Mordialloc and the Shires of Mornington, Dandenong, and Frankston and Hastings.	Within the Geelong District as defined in the Factories and Shops Act.	Within the City of Ballarat and the Borough of Sebastopol.	Within the City of Bendigo and the Borough of Eaglehawk.	Within the City of Warrnambool.	Elsewhere in Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Stokers—							
Ordinary	90 6	85 9	94 11	93 2	89 2	94 2	79 9
Machine	92 2	..	..	..	..	..	..
Vertical	93 11	..	98 7	..	..	..	..
Yardmen and Labourers ..	75 9	75 9	78 9	76 6	73 4	78 2	69 9

(4) OVERTIME.—That the following rates shall be paid as overtime:—

To Stokers—

- (i) for any time in excess of eight hours in any one day
- (ii) for any time (excluding that provided for under (i)) in excess of 176 hours in a period of four weeks

To Other Workers—

- (iii) for any time in excess of eight hours in any one day
- (iv) for any time (excluding that provided for under (iii)) in excess of 44 hours in any week

} Time and a half for the first two hours of such work, and double time thereafter.

(5) TIME WAGES.—Any person 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 22 hours be paid—

- (a) In any week in which two or more Public Holidays occur At the ordinary wages rate with an addition of fifty per centum.
- (b) In any other week At the ordinary wages rate with an addition of thirty-three and one-third per centum.

(6) SUNDAYS AND HOLIDAYS.—(a) The following days shall be holidays:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day and Boxing Day. Any days which are proscribed by the laws of the State to be observed in lieu of the holidays abovementioned will be treated as the days to which this clause applies.

(b) All employees other than shiftmen, night watchmen, and men employed lighting or extinguishing outside lamps shall be free from duty on holidays without loss of pay for the day, but any employee may be required for duty on any Sunday or holiday, and if so required, shall (if not a night watchman or a man employed lighting and extinguishing outside lamps) be entitled to double rate for the day. The rates for shiftmen for Sundays and holidays shall be time-and-a-half for Sundays, and double time for holidays.

(7) SHIFT WORK.—(a) All shift work shall be so arranged as to allow each man by rotation or otherwise one clear day off in each week. A week shall be deemed to commence from the starting of the morning shift on Monday in each week.

- (b) For all duty on his day off in the week, not being a Sunday or a holiday, the minimum ordinary rate prescribed for a shiftman shall be increased by one half, but in the case of a Sunday or a holiday shall be doubled.
- (c) For all time on a Sunday (not being his day off) the minimum ordinary rate for a shiftman shall be increased by one half.
- (d) For all duty on holidays the minimum ordinary rate prescribed for a shiftman shall be doubled.

(8) PAYMENT OF WAGES.—Payment of wages due up to 6 a.m. on the preceding Monday shall be made on Thursday of each week, or in accordance with the practice existing at the time of the making of this Determination, provided that such wage shall be paid not later than Friday of each week.

(9) ANNUAL LEAVE.—Every employee who serves an employer continuously for one year shall be allowed by the employer leave of absence in that year or in the following year for a continuous period of one week of seven days.

(10) ABSENCE THROUGH SICKNESS OR ACCIDENT.—(a) Any employee not attending for duty will lose his pay for the time of such non-attendance, unless he produces or forwards within twenty-four (24) hours of the commencement of such absence, a medical certificate or other evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment, or to personal ill-health, necessitating such absence.

(b) In the case of personal accident or personal illness necessitating such absence referred to in (a), the pay for the week in which such accident or illness occurs shall be calculated on his pay at ordinary rates for the six working days up to and including the day such accident or illness occurs. Provided, however, that if such accident or illness necessitates absence beyond the week in which same occurs, the employer will for such period of absence not exceeding in all ten days, pay the employee in the manner hereinbefore provided. The maximum amount of pay for days not worked owing to such accident or illness necessitating absence as aforesaid shall be a total of ten days' full pay in any year. For the purpose of this clause, a year shall be calculated as follows:—

For employees—

Of the Metropolitan Gas Co.	From 3rd October in each year to 2nd October next following.
Of the Colonial Gas Association in its works at Box Hill, Footscray and Oakleigh; and of the Warrnambool Gas Corporation	From 1st October in each year to 30th September next following.
Of the Brighton Gas Co.	From 7th October in each year to 6th October next following.
Of the Ballarat Gas Co. and of the Bendigo Gas Co.	From 4th October in each year to 3rd October next following.
Of the Geelong Gas Co.	From 23rd August in each year to 22nd August next following.
Of the Castlemaine Gas Co.	From 1st December in each year to 30th November next following.
In any other establishment	From 1st August in each year to 31st July next following.

A. S. HAUSER, P.M., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 19th August, 1936.



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No. 174]

THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

DETERMINATION OF THE GROCERS' SUNDRIES BOARD.

NOTE.—This Determination, on the 4th September, 1936, applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 23rd July, 1934, has had the 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) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;
- (b) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;
- (c) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust; and
- (d) making soap, washing soda, candles, or starch—

has made the following Determination, namely:—

(1) That on the 4th September, 1936, 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.	Males.		Girls.		PROPORTION (within any factory or place).	
	s.	d.	s.	d.	Apprentices.	Improvers.
Under 16 years	..	20 0	..	17 9	<p><i>Grocers' Sundries, Polish, Soap and Soda, or Starch Sections.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 73s. per week of 48 hours.</p> <p>One girl apprentice to every three or fraction of three women workers receiving not less than 38s. 3d. per week of 48 hours.</p> <p style="text-align: center;"><i>Candle Section.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 38s. 3d. per week of 48 hours.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.</p>	<p><i>Grocers' Sundries, Polish, or Starch Sections.</i></p> <p>One male improver to every four or fraction of four male workers receiving not less than 73s. per week of 48 hours.</p> <p>One girl improver to every four or fraction of four women workers receiving not less than 38s. 3d. per week of 48 hours.</p> <p style="text-align: center;"><i>Candle or Soap and Soda Sections.</i></p> <p>One improver to every five or fraction of five workers receiving not less than 73s. per week of 48 hours.</p>
16 to 17 "	..	24 3	..	18 9		
17 " 18 "	..	30 0	..	22 6		
18 " 19 "	..	35 9	..	25 3		
19 " 20 "	..	42 6	..	29 0		
20 " 21 "	..	52 9	..	32 6		

JUVENILE WORKERS.

WAGES PER WEEK OF 48 HOURS.				DEFINITIONS.	
	Males.		Girls.		
	s.	d.	s.	d.	
14 to 15 years	16	6	—	—	<p>Grocers' Sundries Section. Persons under the age of 21, other than apprentices or improvers, engaged in filling any bags, weighing, closing, wrapping or labelling or casing packets, tins, bottles, or bags for stock, or assisting in the manufacture of vermicelli or Italian paste.</p> <p>Polish Section. Persons under the age of 21, other than apprentices or improvers employed at wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing, or closing.</p> <p>Soap and Soda Section. Persons under the age of 19, other than apprentices or improvers, employed in wrapping or packing washing soap or soap extract.</p>
15 " 16 "	17	3	17	9	
16 " 17 "	21	6	18	9	
17 " 18 "	24	9	22	6	
18 " 19 "	29	6	25	3	
19 " 20 "	38	0	29	0	
20 " 21 "	42	3	32	6	<p>Candle Section. Persons under the age of 21, other than apprentices or improvers, who, if males, are employed at candle cutting, wick winding, or packing candles, or, if girls, are employed packing candles in boxes, or wrapping or labelling candles.</p> <p>Starch Section. Persons under the age of 21, other than apprentices or improvers, who, if males are employed at any work excepting— (1) weighing and carrying rice; (2) range work; (3) sheet laying, shaking, carrying out and cutting out draining boxes; (4) Filling and emptying crusting stoves: or, if girls, are employed scraping and wrapping blocks, or filling, weighing, labelling, or casing starch.</p>

OTHER EMPLOYEES.

WAGES PER WEEK OF 48 HOURS.									
		£	s.	d.			£	s.	d.
Grocers' Sundries Section.					Soap and Soda Section.				
Miller, i.e., an employee in charge of one or more grinding departments	4	3	6		Soapmaker's assistant	4	3	6	
Roaster	4	3	6		Foreman in charge and actually working in the frame room, packing room, and cutting room	4	3	6	
Stonedresser	4	3	6		Milling room foreman in charge of and actually working at the milling of soap	3	10	0	
Coffee essence maker, i.e., an employee in charge of vacuum pans making coffee essence	4	0	6		Soap mixer, i.e., an employee in charge of and actually working at a power crutcher	3	19	0	
Mixer or blender, i.e., an employee in charge of one or more mixing or blending departments	3	18	0		Caustic soda and silicates preparers, i.e., employees engaged in preparing caustic soda and silicates for soapmaker	3	19	0	
Kilnman, i.e., an employee in charge of and actually doing the work of a kilnman	3	16	6		Soda crystal maker, i.e., an employee in charge of and actually working at soda crystal making	3	18	0	
Mill assistant, i.e., an employee (working under the direction of a miller) who supervises the running of grinding, rolling, or cleaning machines	3	16	0		Soap-cutting machinist, i.e., an employee in charge of and actually working at a power soap-cutting machine	3	17	6	
Bagged goods carrier or stacker, i.e., an employee engaged carrying or stacking cereal or other bagged goods in their raw state, but not engaged in the manufacture or delivery of goods	3	16	0		Soap cutter by hand, i.e., an employee in charge of and actually cutting soap by hand	3	17	0	
Storeman and packer	3	16	0		Power stamping machinist, i.e., an employee in charge of and actually working at a power stamping machine	3	15	6	
Storeman and packer in charge of six or less storemen and packers	3	10	0		Storeman and packer	3	16	0	
Storeman and packer in charge of seven or more storemen and packers	4	3	0		Storeman and packer in charge of six or less storemen and packers	3	19	0	
All other adult men	3	13	0		Storeman and packer in charge of seven or more storemen and packers	4	3	0	
All other adult women	1	18	3		All other adult men	3	13	0	
Polish Section.					Candle Section.				
Foreman	3	18	0		Acidifier	3	19	0	
Mill hand, i.e., an employee working at a mill used for the grinding of moulders' blacking, moulders' plumbago preparation, charcoal, or coal dust	3	18	0		Stillman	3	19	0	
Boot polish mixer, i.e., an employee in charge of and actually working at mixing boot polishes	3	18	0		Glycerine distiller	3	19	0	
Boot blacking mixer, i.e., an employee in charge of and actually working at mixing boot blacking	3	18	0		Evaporator	3	19	0	
Washing blue mixer, i.e., an employee in charge of and actually working at mixing washing blue	3	18	0		Candle moulder, with twelve months' experience	3	19	0	
Storeman and packer	3	16	0		Candle moulder, with less than twelve months' experience	3	17	0	
Storeman and packer in charge of six or less storemen and packers	3	19	0		Candle room ganger	3	19	0	
Storeman and packer in charge of seven or more storemen and packers	4	3	0		Press room ganger	3	19	0	
All other adult men	3	13	0		Cupboard runner	3	19	0	
All other adult women	1	18	3		Provided that where cupboard runners are required to remain in the cupboard at a temperature of 100° F. for more than half an hour continuously on any one day, 6d. per day extra shall be paid.				
					Starch Section.				
					Foreman				
					Stone dresser or miller				
					Leading Hand, i.e., an adult employee who gives instructions and is responsible for the work done in the starch factory				
					Millstone attendant				
					Person in charge of starch draining boxes				
					Person in charge of cornflour runs				
					Storeman and packer				
					Storeman and packer in charge of six or less storemen and packers				
					Storeman and packer in charge of seven or more storemen and packers				
					All other adult men				
					All other adult women				

(3) **EMPLOYMENT.—WEEKLY WAGES.**—(a) Employees may be engaged by the week, and when so engaged must be available, ready, and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service shall be from day to day at the weekly rate fixed.

(c) Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 21st December.

(d) An employee is not to be entitled to more than six days' payment in any year for such non-attendance notwithstanding that he or she may be employed during the year by more than one employer.

(4) **HOURS OF WORK.**—The number of hours to be worked on any day shall be as follows:—

Monday, Tuesday, Wednesday, Thursday, Friday	8½ hours	} except where shift work is carried on as provided for.
Saturday	4½ hours	

The starting and finishing times shall be fixed by the employer in each establishment. Two weeks' notice shall be given of any change in such fixed times.

(5) **OVERTIME.**—All work performed outside the starting and finishing times as fixed shall be paid for at the rate of half time in addition to the ordinary rate, but when an employee works more than one shift in 24 hours no overtime shall be payable for duty on Saturday until he has worked eight and three-quarter hours on that day. Overtime rates shall be paid on the basis of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour. Piece-work done outside the starting and finishing times shall be paid for with the addition of a half rate to the ordinary rate.

(6) **SPECIAL RATES.**—(a) Employees shall receive payment at double time rate for work done on Sunday, and shall receive payment at ordinary rate in addition to the full weekly rate for work done on Christmas Day, Boxing Day, New Year's Day, Australia Day (26th January), Eight Hours Day, Good Friday, Easter Saturday, Easter Monday, 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) When Christmas Day, Boxing Day, or New Year's Day, or a proclaimed substitute therefor falls on a day other than Sundays and payment of wages is not included in the weekly wage in consequence of the Christmas holidays having been taken as provided for in sub-clause (f) hereunder, then employees shall receive payment for each of such days calculated as eight hours.

(c) All employees on time work off duty on any of the above-mentioned holidays, other than Sunday, shall be paid for such days at ordinary rate. Piece-workers shall be paid for such holidays and Sundays at the rate payable to employees on time work doing the same class of work.

(d) Where an employee is absent from his or her work on the day before or the day after a public holiday without reasonable excuse, or without the consent of the employer, the employee shall not be entitled to payment for such holidays.

(e) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on the days other than the prescribed holidays, the weekly rate shall not apply.

CHRISTMAS HOLIDAYS.—(f) On or before the 14th December in each year the employer shall be given or may obtain notice of the number and names of his adult employees who do not elect to work on the working days between Christmas Day and New Year's Day. If more than 33 per cent. of such of the adult employees in any particular establishment as come within the classification in this Determination indicate to the employer their election not to work on such days, then the employer may, if he chooses, close down his establishment on such days, provided that on or before the 21st December he gives notice to his employees of his intention to do so. Where such number is 33 per cent. or under, then the employer shall keep his establishment open for work on such days, or, if he closes it, he shall pay the ordinary wage to those employees who have declared themselves ready and willing to work on such days and who have not been dismissed in conformity with this Determination.

(g) Where the business is kept open for work, the employer may require the employees presenting themselves for work to work in any capacity he may appoint, provided the employees shall be paid at their ordinary rates for such work as they are called on to do.

(h) If any employee has not indicated to the employer on or before the 14th December that he does not intend to work on the days in question, and absents himself from work when the business is open for work on such days, then such employee shall receive no pay therefor.

(7) **TERMINATION OF EMPLOYMENT.**—(a) Seven days' notice of termination of employment shall be given on any day of the week by either employer or employee provided that such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.

(b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot usefully be employed because of a strike, or stoppage of work for which the employer cannot reasonably be held responsible.

(c) In the event of such dismissal, wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services, or such money shall be forwarded to him by post within 24 hours thereafter.

(8) **PAYMENT OF WAGES.**—Wages shall be paid weekly on a week day other than Saturday.

(9) **MEAL TIMES.**—A lunch period of at least one half-hour for each employee shall be fixed in each factory between 12 noon and 2 p.m. for other than shift workers. No employee shall be required to work more than five hours from the starting of work in the morning without a break for lunch.

(b) Work performed during the usual meal hours shall be paid for at the rate of time and a half, but where the total hours worked (including time worked during such meal time) do not exceed the prescribed daily number of hours then such time shall be deemed to mean an additional payment at half ordinary rate only for such meal time. Such employee shall be allowed time for a meal.

(10) **REST PERIOD.**—Women workers on time work shall be allowed an interval of ten minutes between 10 a.m. and 11 a.m. for rest, and such interval shall be observed at times convenient to the employer. Such intervals shall count as time worked.

(11) **SHIFT WORKERS.**—(a) Shift workers shall have a break for meals without deduction of pay.

(b) Shift workers engaged on a second or third shift daily, other than overtime, shall receive payment at ordinary time plus 5 per cent.

(c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. per week in addition to their ordinary rate of pay.

(12) **SUPPLY OF MATERIALS.**—The undermentioned materials shall be provided free of charge by every employer—

(a) All necessary tools of trade, which shall be kept in good repair by the employer.

(b) Uniforms and caps required by the employer to be worn by the employees.

(c) Goggles for employees engaged in work injurious to the eyes.

(13) **TEA MONEY.**—Any employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall either be supplied with a meal at the employer's expense, or be allowed 2s. for each meal required if the expense is incurred. Provided that this clause shall not apply where the employee was notified the previous day of the intention to work overtime. Provided further that where the employee was notified the previous day of the intention to work overtime and such overtime was not worked he shall be entitled to the meal allowance herein provided.

The provisions of this clause shall not apply in the case of boys under sixteen years of age or women or girls employed in factories whose conditions regarding overtime are governed by section 33 of the *Factories and Shops Act 1928* (No. 3677).

(14) **PIECEWORK.**—The Board determines under Section 150 of the *Factories and Shops Act 1928* (No. 3877) that the employer may fix his or her own piecework rates, provided such prices enable an employee of average capacity working under like conditions to earn at least 10 per cent. above the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory, whether they be improvers or juveniles on piecework or otherwise.

(b) Pieceworkers who are requested to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.

(c) A weekly pieceworker shall be allowed in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform all work provided, then such employee shall be paid the minimum wage applicable to the employee so employed.

(d) Pieceworkers working overtime for less than 15 minutes, or any fraction of 15 minutes, shall have their payment computed on the basis of an average amount of work done in 15 minutes.

(15) **DESTRUCTION OF CLOTHING.**—Where satisfactory evidence is produced by an employee that, when dissolving caustic soda, using solutions of caustic soda or mineral acids, his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

(16) **WEIGHT CARRYING.**—No woman worker over the age of 18 years shall be required to carry a greater weight than 30 pounds. Section 207 of the *Factories and Shops Act 1928* (No. 3877) provides that no person employing any girl under the age of 18 years in a factory shall permit such girl while so employed to lift or carry a greater weight than 25 pounds.

(17) **TEMPORARY WORK.**—A temporary employee shall mean a person employed for 24 hours or less in any one week, but no employee shall be deemed to be a temporary worker where after employment for at least one week he is dismissed before he has worked 24 hours in the succeeding week, or where his non-employment for more than 24 hours is wholly attributable to causes over which the employer has no control.

Temporary workers unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

(18) **DEFINITION.**—For the purpose of this Determination, year shall mean a period of twelve calendar months commencing on the 21st December in each year.

H. J. RICHARDSON, J.P., Chairman.

GEO. E. PARR, Secretary.

Melbourne, 19th August, 1936.



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

No. 175]

THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

DETERMINATION OF THE CONFECTIONERS BOARD.

NOTE.—This Determination on the 3rd September, 1936, applied to the whole State of Victoria.

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 process, trade, or business of a manufacturing confectioner," has made the following Determination, namely:—

(1) That on the 3rd September, 1936, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Juvenile Workers.—Males under 21 Years of Age, other than Apprentices or Improvers.	Other Employees.																																																																						
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For the purpose of this clause a junior who is in receipt of the rate prescribed for an adult shall be counted as an adult.</p>		<i>s. d.</i>	14 years of age and under 15 years	.. 15 0	15 " " 16 "	.. 17 6	16 " " 17 "	.. 22 6	17 " " 18 "	.. 30 0	18 " " 19 "	.. 44 0	19 " " 20 "	.. 55 0	20 " " 21 "	.. 60 0	<p>WAGES PER WEEK OF 44 HOURS.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="width: 20%; text-align: right;"><i>s. d.</i></th> </tr> </thead> <tbody> <tr> <td>Confectioners</td> <td style="text-align: right;">.. 90 0</td> </tr> <tr> <td>Head storeman or packer having not less than three storemen or packers under his control</td> <td style="text-align: right;">.. 88 0</td> </tr> <tr> <td>Storeman or packer in charge of one or two persons</td> <td style="text-align: right;">.. 85 0</td> </tr> <tr> <td>Storeman or packer being the only person employed in the store</td> <td style="text-align: right;">.. 85 0</td> </tr> <tr> <td>Storeman or packer engaged in the despatch or bulk receiving stores</td> <td style="text-align: right;">81 0</td> </tr> <tr> <td>Machinists</td> <td style="text-align: right;">.. 79 0</td> </tr> <tr> <td>Female chocolate or French cream dippers, general workers, bulk or novelty dippers</td> <td style="text-align: right;">.. 45 6</td> </tr> <tr> <td>All other males</td> <td style="text-align: right;">.. 76 0</td> </tr> </tbody> </table> <p>NIGHT SHIFT.—All male adult employees engaged on night shift work shall be paid at the rate of 10s. per week in addition to their ordinary rates of pay, and juniors shall be paid at the rate of 5s. per week in addition to their ordinary rates of pay.</p> <p>Any employee transferred from day work to night shift work shall be guaranteed his position on day work after he has completed his work on night shift.</p> <p>STARCH WORK.—Male operatives under eighteen years shall not be employed on starch boxes. Males only shall be employed smoothing starch trays or emptying or sieving starch trays with or without confections in them.</p> <p>All males, whether adult or junior, employed on starch boxes shall receive 2s. 6d. per week above their prescribed rates.</p>		<i>s. d.</i>	Confectioners	.. 90 0	Head storeman or packer having not less than three storemen or packers under his control	.. 88 0	Storeman or packer in charge of one or two persons	.. 85 0	Storeman or packer being the only person employed in the store	.. 85 0	Storeman or packer engaged in the despatch or bulk receiving stores	81 0	Machinists	.. 79 0	Female chocolate or French cream dippers, general workers, bulk or novelty dippers	.. 45 6	All other males	.. 76 0
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DEFINITIONS.

(3) **CONFECTIONERS.**—All adults (other than chocolate, French cream, bulk or novelty dippers) handling or dealing with confectionery in any process of manufacture from raw sugar, glucose, gelatine, gum, liquorice, chocolate, or similar materials, to the finished article, or engaged in operating or controlling any chocolate dipping or covering machine, or liquorice making or shaping machine or depositing machine, or cocoa bean roaster, or milk chocolate condenser.

GENERAL WORKERS.—All persons employed at nailing up boxes, except in the despatch or bulk or receiving store, tying up boxes, bottles, tins or parcels, tinning up, boxing or packing under 30 lb. in weight; wrapping; packing stock boxes or tins or bottles; labelling; picking nuts or fruit or confection; grinding nuts; stirring gum or syrup; spreading peel or confections; smoothing, plaining, emptying, filling, or sieving starch in or from trays (to be done by males only); emptying trays; sieving; cutting fruit or ginger; cleaning; washing tins or bottles; stamping lozenges; plain piping or dotting or glazing novelties; marking confectionery; rolling confectionery sticks or balls; blanching nuts; separating confectionery; cutting confectionery (excepting lozenges or goods of similar nature); grinding figs, acids and other ingredients used in the trade; weighing confectionery and ingredients; straining syrup or other material used in the trade; coating jellies or other confections with such ingredients as dry sugar or cocoanut; turning the handle of any machine; all handling of confectionery directly it leaves the confectioner or the machine; packing confections; stirring confectionery or ingredients (if over 30 lb. to be done by males only); upending sugar; icing novelties; glazing confections; cutting neat work; carrying goods, materials, or utensils; filling dates with cream; placing nuts on paste; and other unskilled or labouring work, except in the despatch or bulk receiving store.

CHOCOLATE OR FRENCH CREAM DIPPERS.—All persons engaged in dipping by hand or fork goods in chocolate, French cream, or other substance, or covering by hand or fork goods with chocolate, French cream, or other substance.

BULK DIPPERS OR NOVELTY DIPPERS.—All persons who at one operation dip or cover a number of confections in or with chocolate or other material by means of wire frames, strainers, or other utensils, or persons filling or turning out chocolate goods moulded in or on metal.

MACHINISTS.—Adult males employed in operating melangers, refiners, conges, or cocoa mills.

(4) **ORDINARY WEEK'S WORK.**—The number of hours to constitute a week's work shall be 44 hours.

(5)

Time of beginning not earlier than—	Time of ending not later than—	} With one break of not less than half an hour for a meal between 12 noon and 2 p.m.
7.30 a.m.	5.15 p.m. Monday to Friday inclusive.	
7.30 a.m.	12 noon on Saturday.	

(6) **OVERTIME.**—

All time worked in excess of 44 hours Time and a half.

All time worked outside the times of beginning and ending work shall be paid at the rate of time and a half, provided that 44 hours must be worked before overtime can be claimed, and further provided that in any broken week overtime rate shall be paid for any time worked, excepting where such broken time is caused through the default of the employee.

No employee shall be worked for more than five hours without an interval for a meal.

(7) **TERMS OF ENGAGEMENT.**—Employment may be terminated by two working days' notice on either side, and such notice may be given at any time. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty, or misconduct (and in such cases shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause which the employer cannot reasonably prevent, or through slackness of work, or through the closing of factories between Christmas and New Year.

This clause shall not apply to workers on night shift.

(8) **MEAL HOUR RATES.**—(a) All meal time, if worked, shall be paid at the rate of double time.

(b) Where an employee is called on to work for one hour or more beyond his usual finishing time, he shall be allowed half an hour for a meal.

(9) **HOLIDAYS.**—(a) All employees shall be entitled to the holidays hereinafter mentioned, or any day substituted for them by Act of Parliament or proclamation, without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Cup Day, and Picnic Day.

(b) Employees working on any of these days shall be entitled to ordinary time for the time worked in addition to the minimum wage, with a minimum of four hours.

(10) **PAYMENT OF WAGES.**—The payment of employees shall be made during working hours.

(11) **SICK PAY.**—Any employee who is absent from duty as a result of sickness or of accident incurred in the course of his employment, shall be paid not more than two days' sick pay in any one year. For the purpose of this clause a year shall mean a period of twelve months commencing on 1st January in each year.

(12) **MEAL ALLOWANCE (MALES).**—All male employees over sixteen years of age called upon to work overtime beyond one hour shall receive a meal allowance of 1s. 6d., provided that no notice has been given to the employee when ceasing work on the previous day that he is required to work overtime on the following day.

(13) **MEAL ALLOWANCE (FEMALES).**—Each female employee shall receive 1s. 6d. for tea money on any day which she is required to work overtime.

(14) **PIECE-WORK SPECIAL RATES.**—Females shall be paid double rates for work done on Sundays, New Year's Day, Australia Day, Picnic Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Cup Day, Christmas Day, or any other day substituted for them by Act of Parliament.

(15) **PIECE-WORK WAITING TIME.**—Female piece-workers who are waiting for work on or about the factory or workshop must be paid for such waiting time a sum calculated on the basis of the weekly wage.

(16) **PIECE-WORK OVERTIME RATES.**—All piece-work performed by females before or after the regular working hours or work done in excess of 44 hours shall be paid for at the rate of rate and a half.

(17) **PIECE-WORK.**—The Board determines that any employer may fix and pay piece-work prices to any female person or persons or classes of persons employed at any work for which the Board has fixed the adult minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average adult female 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 that are fixed for adults by the Board for such work.

(18) **TERMINATION OF EMPLOYMENT.**—Where a female weekly time worker or female piece-worker gives or receives two days' notice of the termination of her employment, she shall, during the time such notice runs, be given the same amount of piece-work as it has been customary for her to perform during the period of her engagement.

H. J. RICHARDSON, J.P., Chairman.

A. G. ALLEN, Secretary.

Melbourne, 19th August, 1936.



VICTORIA GOVERNMENT GAZETTE.

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No. 176]

THURSDAY, SEPTEMBER 3.

[1936

Factories and Shops Acts.

DETERMINATION OF THE CARPENTERS BOARD.

NOTE.—This Determination, on the 4th September, 1936, applied to the whole of the State of Victoria.

Carpentry and Joinery were proclaimed on 28th November, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Treasury Gardens, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 6th March, 1934, has had the power to determine the lowest prices or rates which may be paid to any person employed in the process, trade, or business of—

- (1) a carpenter or joiner engaged in connexion with the erecting or repair of buildings or of concrete, iron, or steel bridges;
- (2) a carpenter or joiner engaged in connexion with the erection or repair of fittings in or on buildings;
- (3) fixing or repairing in or on buildings, architraves, skirtings, or mouldings made of sheet metal 10-gauge or lighter;
- (4) fixing metal ceilings or laying wood block or parquetry flooring,

has made the following Determination, namely:—

(1) That, on the 4th September, 1936, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

† Apprentices.		† Improvers.		Proportion (by any employer).	
Wages per week—		Wages per week—		<i>Apprentices.</i>	
	<i>s. d.</i>		<i>s. d.</i>	One Apprentice to every two or fraction of two workers receiving not less than the minimum wage.	
1st year's experience ..	20 0	Under 17 years of age ..	20 0	<i>Improvers.</i> One Improver to the first two and thereafter one improver to every additional four— workers receiving not less than the minimum wage.	
2nd ..	25 0	17 to 18 ..	25 0		
3rd ..	35 0	18 to 19 ..	35 0		
4th ..	41 0	19 to 20 ..	41 0		
5th ..	60 0	20 to 21 ..	60 0		
An indenture of apprenticeship prescribed by the Board was approved on 17th February, 1913.					

OTHER EMPLOYEES.

	(a) Within 20 Miles of the Post Office at Elizabeth-street, Melbourne;		(b) Within 3 Miles of the Post Office at Mildura;		(c) Within the Gippsland District (except within a radius of 3 Miles of the Post Office at Yallourn).		Within 10 Miles of the Post Offices at Geelong and Warrambrook respectively.		Within 3 Miles of the Post Office at Yallourn.		All Other Parts of Victoria.	
	Per Hour.		Per Hour.		Per Hour.		Per Hour.		Per Hour.		Per Hour.	
	<i>s. d.</i>	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>
Carpenters employed on insulation work ..	2 9	6 1 0	2 8½	5 18 3	2 10½	6 7 5	2 8½	5 18 3	2 2½	4 17 2	2 3½	5 1 9
Carpenters employed from a shop or joinery mill: Provided that where an employee is or has been employed in a shop for a period of more than three consecutive months and is sent to work on a building to fix work which has been made in the shop, his rate of wage shall not be altered in respect of work done on the building ..	2 3½	5 0 10	2 2¾	4 18 1	2 5½	5 7 3	2 2½	4 17 2	2 3½	5 1 9	2 4½	5 3 7
Fixers of metal ceilings ..	2 3½	5 1 9	2 3½	4 19 11	2 5½	5 7 3	2 3½	5 1 9	2 4½	5 3 7	2 4½	5 3 7
Layers of wood block or parquetry flooring ..	2 5	5 6 4	2 4½	5 3 7	2 6½	5 12 9	2 4½	5 3 7	2 6½	5 12 9	2 4½	5 3 7
All others ..	2 5	5 6 4	2 4½	5 3 7	2 6½	5 12 9	2 4½	5 3 7	2 6½	5 12 9	2 4½	5 3 7
Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative or of not fewer than two tradesmen ..												

In addition to the rate specified—1s. per day.

† Except those covered by the *Apprenticeship Act 1928*.

(3) HOURS.—Forty-four hours shall constitute an ordinary week's work.

(4) DEFINITIONS.—“Insulation work” means work done where charcoal, pumice, or other recognized insulating material is used, but does not include the handling of malthoid or the making of ice chests and insulated doors or any such work as is ordinarily done in a factory.

(5) TIMES OF BEGINNING AND ENDING WORK—

Time of Beginning.	Times of Ending.
7 a.m. ..	12 noon on Saturdays or on the day on which the half-holiday is locally observed.
7 a.m. ..	5 p.m. on other working days.

(6) OVERTIME.—(a) All work done outside the hours of beginning and ending work (excepting in cases where shifts are worked outside the times fixed in Clause 5) shall be paid for as follows:—

	On Saturdays or the Day on which the half-holiday is locally observed.	On other Days.
Between midnight and 6 a.m.	Double time	Double time
“ 6 a.m. and 7 a.m.	Time and a half	Time and a half
“ 12 noon and 2 p.m.	Time and a half .. .. .	.. .. .
“ 2 p.m. and midnight	Double time .. .. .	.. .. .
“ 5 p.m. and 7 p.m. .. .. .	.. .. .	Time and a half
“ 7 p.m. and midnight .. .. .	.. .. .	Double time

(b) All work done within the times of beginning and ending work in any week in excess of the number of hours determined for a week's work shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(c) When shifts are worked outside the hours specified in Clause 5 of this Determination, payment shall be made at the rate of time and a half on the rates set forth in Clause 2 hereof for the first eight hours of duty, and double time thereafter.

(d) Any employee who is called upon to work overtime for over two hours without receiving notice of such overtime on the previous day shall be paid an allowance of Two shillings for a meal, or shall be supplied by the employer with a reasonable meal in lieu thereof.

(7) TRAVELLING TIME AND FARES.—Where an employee is actually employed in a shop, and he is sent from the shop to a job, he shall be paid for such time as he is travelling from the shop to the job, together with all fares necessarily incurred.

Where an employee goes direct from his home to the job, he shall be paid, in the case of any job within a radius of 12 miles of the Post Office at Elizabeth-street, Melbourne, the sum of Two shillings per week in addition to his ordinary wages. Provided that an employee who is regularly employed in a shop, and who is required to work on a job outside the shop, shall be paid the extra fares which he necessarily incurs in going to the job.

The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.

In cases where an employee completes his work during the night-time after trams and other public conveyances have ceased running, the employer shall provide a conveyance to take the employee home, or shall pay to such employee the equivalent in money.

(8) DISTANT JOBS.—Where an employee is sent a distance to work for an employer, which necessitates his being away from home for the night, he shall be paid 6s. per day for the first seven days and 30s. a week thereafter in addition to his regular wages. The employer shall also provide free transport for the employee's tools.

(9) PUBLIC HOLIDAYS AND SUNDAYS.—Double time shall be the special rate for all work done on Sundays, New Year's Day, 26th day of January (Australia Day), Good Friday, Easter Saturday, Easter Monday, the 21st April (Labour Day), Christmas Day, or Boxing Day; but, if by Act of Parliament or Proclamation any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted. Provided that the Metropolitan Gas Company shall have the right to substitute King's Birthday for Easter Saturday.

(10) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work), who have not been summarily dismissed for misconduct or incompetence, or who have not voluntarily left their work, shall be paid at the rate of 3d. per hour extra.

(11) TOOLS AND APPLIANCES.—If any employee is required to provide any of the following tools:—Dogs and cramps of all descriptions, bars of all descriptions, augers of all sizes, bits not ordinarily used in a brace, all hammers except claw hammers, glue pots and brushes, dowl plates, tannels, hand and thumb screws, spanners and soldering irons, 6d. per hour, in addition to the ordinary rates fixed by the Determination, shall be paid by the employer.

(12) PAYMENT OF WAGES.—All payments of wages shall be made not later than the hour of ceasing work on Thursday of each week.

(13) PAYMENT WHEN ENGAGED BUT NOT EMPLOYED.—When notice is given to an employee by an employer, or his responsible representative, to present himself for work and he attends where so directed, and his services are not required, such employee shall be paid Five shillings (5s.) in addition to any expenses necessarily incurred in travelling to and from the job.

(14) GRINDING TOOLS.—When an employee is discharged he shall be allowed one and a half hours for grinding tools, or shall receive one and a half hours' pay in lieu thereof, the employer to provide a suitable grindstone on any job where such grindstone is reasonably necessary for the use of the carpenters and joiners with power (hand or driven) for turning same. This clause shall apply only to employees whose tools are in good order when commencing work for any employer.

(15) BOILING WATER.—Employers shall provide on all jobs boiling water ready at meal time where it is necessary.

(16) FIRST-AID CHEST.—The employer shall keep on all jobs and workshops a proper supply of first-aid material where necessary.

(17) POSTING OF NOTICES.—No employer shall prevent or obstruct any representative of the employees at any time from posting a copy of this Determination, or any notice not exceeding fourteen inches by nine, in a suitable place on any job or in any shop.

(18) PAYMENT FOR CLOTHES SPOILED.—In the event of employees whilst in the service of an employer having their clothes or tools spoilt by acid, sulphur, or other deleterious substances, they shall be recompensed by the employer to the value of the loss sustained, and, in the event of any disagreement as to the amount, the value of such loss shall be assessed by a Board of Reference. Such Board to be constituted by the Secretary for Labour, approved by this Wages Board.

(19) CARE OF EMPLOYEE'S TOOLS.—The employer shall take the same measures to ensure the safety of the employee's tools as he does to protect his own.

(20) WET PLACES.—Persons employed in “wet places” shall be paid at the rate of 3d. per hour in addition to ordinary rates. A “wet place” shall mean a place where water is dripping from overhead so that the clothing of an employee becomes saturated, or a place where the employee has to stand in water exceeding 2 inches in depth so that the feet of such employee become wet.

HARRIE B. LEE, Chairman,
 REX L. CECIL, Secretary.

Melbourne, 17th August, 1936.

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THURSDAY, SEPTEMBER 3.

[1936

TO THE HONORABLE THE CHIEF SECRETARY.

I HEREBY give you notice that it is my intention, on Wednesday next, the ninth day of September, to issue a Writ for the Election of a Member to serve in the Legislative Assembly of Victoria for the Electoral District of Benalla.

Dated this third day of September, 1936.

W. H. EVERARD,
Speaker.

By Authority: H. J. GREEN, Government Printer, Melbourne

