VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

NOTE.—This Determination on the 21st September, 1936, applied to the whole of the State.

IN accordance with the provisions of the Factories and Shops Acts, 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 21st 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 WITHOUT BOARD AND LODGING.*			PROPORTION (IN ANY PLACE).
—	Male Apprentices or Improvers.	Female Apprentices or Improvers.	
		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.	
	s. d.	*s. d.*	*s. d.*	*Apprentices.*
				MALES.
Under 16 years of age ..	24 0	36 0	35 0	One male apprentice to every three or fraction of three male workers receiving not less than 76s. 0d. per week of 48 hours.
16 years of age ..	29 0			FEMALES.
17 " ..	35 6			One female apprentice to every three or fraction of three female workers receiving not less than 41s. 6d. per week of 48 hours.
18 " ..	38 0			*Improvers.*
19 " .	46 0			MALES.
20 " ..	58 6			One male improver to every ten or fraction of ten male workers receiving not less than 76s. 0d. per week of 48 hours.
				FEMALES.
				One female improver to every eight or fraction of eight female workers receiving not less than 41s. 6d. per week of 48 hours.

* 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.

Males.

WAGES WITHOUT BOARD AND LODGING.*

	Per week of 48 hours. s.	d.
Clerks	79	0
Cooks—First	83	6
Other cooks	78	6
Dresser, head, where five or more dressers are employed	105	0
Dressers doing venereal diseases work	99	0
Other dressers—		
1st year's experience as such	79	0
2nd year's experience as such	84	4
Thereafter	89	0
Foreman in charge of—		
One to nine employees	81	6
Ten or more employees	89	0
Assistant foreman	79	0
Gardeners in charge of one or more gardeners or where there is only one employed	78	6
Other gardeners	76	0
Incinerator attendants	76	0
Kitchenmen or scullerymen	76	0
Laboratory assistants	84	6
Laundrymen	76	0
Mortuary-men employed solely on post-mortem work	94	0
Other mortuary-men	79	0
And 10s. extra for each post-mortem		
Motor or motor ambulance drivers or assistants	78	6
Operating theatre attendants	79	0
Porters—		
Casualty—engaged on preparations and theatre work	79	0
Dispensary	79	0
Night	78	6
Relieving	78	6
X-ray	76	0
Recording attendants	79	0
Splint makers	89	0
Splint makers' assistants	76	6
Storemen in charge of one or more storemen or where there is only one employed	81	6
Other storemen	76	0
Telephone attendants	79	0
Ward cleaners handling sputum mugs	79	0
Other ward cleaners	76	0
X-ray attendants	84	0
X-ray technicians—		
1st year's experience as such	76	6
2nd year's experience as such	91	6
Thereafter	101	6
All others	76	0

Females.

WAGES WITHOUT BOARD AND LODGING.*

	Per week of 48 hours. s.	d.
Clerks	51	0
Cooks in charge of—		
One to three kitchen employees	56	0
Four to seven kitchen employees	63	6
Eight or more kitchen employees	73	6
Second cooks	53	6
Other cooks	51	0
Head housemaids	46	0
Housekeepers	61	0
Head laundresses in charge of—		
One to three persons	53	6
Four or more persons	58	6
Second laundresses	48	6
Laundresses where only one employed	48	6
Sorters	48	6
Washing machine hands	56	6
Storekeeper in charge of one or more store hands or where there is only one employed	51	0
Storekeeper's assistants—		
1st year's experience as such	41	6
2nd year's experience as such	42	6
Thereafter	43	6
Stenographers and typists	56	0
Telephone attendants	58	6
Waitresses—		
1st year's experience as such	41	6
2nd year's experience as such	42	6
Thereafter	43	6
Wardsmaids—		
1st year's experience as such	41	6
2nd year's experience as such	42	6
Thereafter	43	6
	Per week of 44 hours.	
Seamstresses who cut out and fit garments	53	6
Other seamstresses—		
1st year's experience as such	41	6
2nd year's experience as such	42	6
Thereafter	43	6
	Per week of 48 hours.	
All others—		
1st year's experience as such	41	6
2nd year's experience as such	42	6
Thereafter	43	6

(b) Employed in any other part of Victoria.

Males.

WAGES WITHOUT BOARD AND LODGING.*

	Per week of 48 hours. s.	d.
Adults	76	0

Females.

WAGES WITHOUT BOARD AND LODGING.*

	Per week of 48 hours. s.	d.
Clerks	46	6
Cooks—		
First—or where there is only one employed	56	0
Second	51	0
Head laundress	48	6
Other laundresses	43	6
Stenographers and typistes	51	6
Telephone attendants	46	6
All others—		
1st year's experience	41	6
2nd year's experience	42	6
3rd year's experience	43	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.

(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, Labour Day (21st April), 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 the 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, without any deduction for board and lodging—

(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. J. VAN PROOYEN, Secretary.

Melbourne, 4th September, 1936.

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