



# VICTORIA GOVERNMENT GAZETTE.

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No. 290]

THURSDAY, OCTOBER 28.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE PLASTER OF PARIS BOARD.

NOTE.—This Determination applies 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 the process, trade, or business of—

(a) making plaster of paris;

(b) excavating or preparing the raw materials for plaster of paris "

has made the following Determination, namely :—

(1) That this Determination shall come into force and be operative on and after the 22nd day of October, 1937.

(2)

Improvers.		Other Employees.	
WAGES PER WEEK OF 48 HOURS.		WAGES PER WEEK OF 48 HOURS.	
	<i>s. d.</i>		<i>s. d.</i>
Under 17 years of age .. .. .	32 6	Manager in charge of gypsum pit .. .. .	130 0
17 years of age .. .. .	42 6	Calciner .. .. .	110 0
18 " " .. .. .	52 6	Mechanical shovel attendant .. .. .	100 0
19 " " .. .. .	62 6	Washers, driers, baggers, and firemen .. .. .	86 0
20 " " .. .. .	70 0	Gypsum raisers .. .. .	76 0
		All others .. .. .	75 0
PROPORTION (IN ANY PLACE).			
One improver to every five or fraction of five workers receiving not less than 86s. per week of 48 hours.			

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) HOURS—

(a) *Weekly Hours.*—Forty-eight hours shall constitute a week's work.

(b) *Daily Hours.*—(i) Shift workers—A shift shall consist of eight continuous hours, exclusive of such times as may by mutual arrangement be taken for meal breaks.

(ii) The daily hours for employees other than shift workers shall be eight and three-quarters on Mondays to Fridays inclusive and four and one-quarter on Saturdays.

(5) TIMES OF BEGINNING AND ENDING WORK.—The time of beginning and ending work for employees, other than those employed in gypsum pits or on shift work shall be—

Time of Beginning.	Time of Ending.
6 a.m. .. .. .	12 noon on Saturday.
6 a.m. .. .. .	6 p.m. on Monday to Friday inclusive.

(6) OVERTIME.—(a) *Shift Workers.*—Any shift worker who works in excess of eight (8) hours in any one day shall be paid at the rate of time and a half for the first two hours and thereafter double time.

(b) *Persons Employed in Gypsum Pits.*—Any person employed in a gypsum pit, who works in excess of eight and three-quarter (8¾) hours on Monday to Friday inclusive, or in excess of four and a quarter (4¼) hours on Saturday shall, for such excess work, be paid at the rate of time and a half for the first two hours in any one day, and thereafter double time.

(c) *Other Employees*—

- (i) All work done outside the hours specified as the times of beginning and ending work  
 (ii) Any work done within the hours specified as the times of beginning and ending work, in excess of eight and three-quarter (8¾) hours on Monday to Friday inclusive or in excess of four and a quarter (4¼) hours on Saturdays
- shall be paid for at the rate of time and a half for the first two hours in any one day, and thereafter double time.

(7) *MEAL MONEY.*—Any employee, except one who is employed in a gypsum pit, who is required to work overtime for more than two hours in any one day, and who has not been notified on the previous day that he would be required to work such overtime, shall, unless provided with a reasonable meal by the employer, be paid an allowance of two shillings.

(8) *TIME WAGES.*—With the exception of—

- (a) Persons, other than gypsum pit managers, employed in gypsum pits (see clause 10), and  
 (b) Casual Employees (see clause 9)—

any person who is employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work be paid at ordinary wages rates with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(9) *CASUAL LABOUR.*—Casual employees, i.e., persons employed in the capacity of "all others" at a plaster of paris mill for not more than eight and three-quarter (8¾) hours during any one week, shall be paid not less than the ordinary wages rate calculated pro rata, according to the number of hours worked.

(10) *PRO RATA PAYMENT.*—Persons, other than gypsum pit managers, who are employed in gypsum pits and who work less than 48 hours in any week, shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(11) *SPECIAL RATES.*—Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, 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 the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(12) *PAYMENT FOR HOLIDAYS.*—All employees shall be entitled to the holidays mentioned in clause (11) without deduction in pay. Any employee absenting himself from work on any portion of the working day preceding a holiday, provided for herein without the permission of the employer or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.

(13) *PAYMENT OF WAGES.*—Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station—

- (a) All payment of wages shall be made on a day not later than Friday in each week.  
 (b) Payment of wages shall commence within a quarter of an hour after the usual time of ceasing work on pay day. If the pay is not then available employees shall be paid at the rate of time and a half after that quarter of an hour, with a minimum of a quarter of an hour for the time lost as a result of such delay in payment.

(14) *PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.*—Any employee, other than one employed in a gypsum pit, who has presented himself for work, as requested by the employer or his responsible representative, shall—

- (a) If not engaged, be paid a sum equal to the rate for two hours' work.  
 (b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

(15) *TRANSPORT AT NIGHT.*—Any employee, other than one employed in a gypsum pit, who completes his work during the night after trams and other public conveyances have ceased to run, shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

(16) *FACILITIES FOR MAKING TEA.*—The employer shall provide an urn or other heating apparatus for employees, other than those employed in gypsum pits, to heat water for making tea at meal times.

(17) *TERMINATION OF EMPLOYMENT.*—Except where the conduct of an employee justifies instant dismissal one weeks' notice of termination of employment shall be given by either employer or employee or one weeks' pay shall be paid or forfeited in lieu thereof.

D. BERRIMAN, Chairman.

R. DUFFY, Secretary.

Melbourne, 7th October, 1937.



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No. 291]

THURSDAY, OCTOBER 28.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE ANIMAL MANURE BOARD.

NOTE.—This Determination on the 28th October, 1937, 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 persons employed in the process, trade, or business of the manufacture of manure from animal matter," has made the following Determination, namely:—

NOTE.—On 25th May, 1914, the powers of the Animal Manure Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of the extraction of tallow.

(1) That on the 28th October, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.				
WAGES PER WEEK OF 48 HOURS.			WAGES PER WEEK OF 48 HOURS.				
	s.	d.		s.	d.		
Under 16 years of age	..	36	6	Carcass Skinners	..	100	6
16 years of age and under 17 years of age	..	39	3	All others	..	94	6
17 " " " 19 "	..	50	0				
19 " " " 20 "	..	57	6				
20 " " " 21 "	..	65	0				

PROPORTION (by any Employer).

*Apprentices.*  
One apprentice to every three or fraction of three workers receiving not less than 9s. 6d. per week of 48 hours.  
An indenture of apprenticeship has been prescribed by the Board.

*Improvers.*  
One improver to every four workers receiving not less than 9s. 6d. per week of 48 hours.

(3) TERMS OF EMPLOYMENT.—Employees who work less than 48 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(4) HOURS OF WORK.—The maximum number of hours to be worked on any day, without payment for overtime, shall be—  
Day work—8½ hours on Monday, Tuesday, Wednesday, Thursday, and Friday.  
4½ hours on Saturday.  
Shift work—8 hours on Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday.

(5) OVERTIME.—All time worked in excess of the number of hours fixed as a day's work shall be paid for at the rate of time and a half.

(6) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day.

(7) SPECIAL RATES.—Double time shall be paid for all work done on Sundays and Holidays specified in clause (6).

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

A. G. ALLEN, Secretary.

Melbourne, 12th October, 1937.

