



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 301]

SATURDAY, NOVEMBER 6.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE SUGAR REFINERS BOARD.

NOTE.—This Determination on the 5th November, 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 connexion with the trade of sugar refining," has made the following Determination, namely:—

(1) That on the 5th November, 1937, the Determination of the Court of Industrial Appeal shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
Age.	Males.	Females.	Males.	Females.	Adult Males.	s. d.
	s. d.	s. d.	s. d.	s. d.		
Under 16 years ..	18 0	18 0	18 0	18 0	Raw Sugar Store—	
6 years ..	23 7	19 8	23 7	19 8	Men unstoring ..	84 0
17 " ..	32 7	22 2	32 7	22 2	Men cutting in ..	85 0
18 " ..	41 9	26 8	41 9	26 8	Elevator attendant ..	83 0
19 " ..	49 7	32 6	49 7	32 6	Wash tank hands ..	80 0
20 " ..	58 2	39 6	58 2	39 6	Riggers ..	85 0
					Melting House—	
					Washing fugalmen ..	83 6
					Melter attendant ..	80 0
					Mixer ..	80 0
					Carbonation House—	
					Men on liquor filter presses ..	81 0
					Men on mud ..	81 0
					Leading hand ..	86 0
					Men on gas tank ..	82 0
					Men on crushing and stacking lime ..	80 0
					Men on washing and checking filterpress sheets ..	80 0
					Char End—	
					Kiln repairers ..	80 0
					Kiln firemen ..	86 0
					Wet charmen ..	86 0
					Char runners ..	86 0
					Pan Floor—	
					First sugar boilers ..	100 0
					Second sugar boilers ..	93 0
					Pan attendant, attending triple effe ..	80 0
					Refined sugar fugalmen ..	83 6
					Refined sugar fugalmen—Leading hands ..	86 6
					Jelly House—	
					Leading hand ..	83 6
					Jelly fugalmen ..	80 0
					Refined Sugar Store—	
					Receiving at truck yards (leading hands) ..	83 0
					Iceing mill attendant ..	80 0
					Driers (leading hand) ..	82 0
					Driers (others) ..	80 0
					Automatic scale attendant ..	83 0
					Leading hand packing floor ..	83 0
					Hand packing sugar ..	80 0
					Golden Syrup and Treacle—	
					Men packing and weighing (bulk) ..	80 0
					Golden syrup and treacle mixer ..	82 0
					Liquor runners ..	86 0
					Liquor runners—assistants ..	80 0
					Leading hand cleaning gang ..	83 0
					All others ..	77 0
					Adult females ..	42 6

PROPORTION (IN ANY PLACE).

### Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

### Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

Index Number Assigned.	Males.		Females.	
	Basic Wage.	Additional Constant Loading.	Basic Wage.	Additional Constant Loading.
	£ s. d.	s. d.	£ s. d.	s. d.
Melbourne—				
Adult .. .. .	3 10 0	7 0	1 19 3	3 3
20 years of age .. .. .	2 16 2	2 0	1 17 6	2 0
19 " " .. .. .	2 7 7	2 0	1 10 6	2 0
18 " " .. .. .	2 0 3	1 6	1 5 2	1 6
17 " " .. .. .	1 11 7	1 0	1 0 11	1 3
16 " " .. .. .	1 2 7	1 0	0 18 8	1 0
Under 16 years of age .. .. .	0 17 3	0 9	0 17 3	0 9

## ADJUSTMENT OF BASIC WAGE.

(16) (a) Until the beginning of the first pay period to commence in December, 1937, the amounts of the basic wage shall be as prescribed in clause (15).

(b) During each future successive period beginning with the first pay period to commence in a December, a March, a June, or a September, the amounts of the basic wage for male adults shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (i) The index number set to be applied to a place is that assigned thereto in clause (15).
- (ii) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (iv) The basic wage for male adults shall be of that assigned amount during such successive period plus the additional constant loading as prescribed in clause (15).

Table.

Index Number Divisions.				Basic Wage.				Index Number Divisions.				Basic Wage.			
				£ s. d.								£ s. d.			
735-746	..	..	..	3	0	0		834-845	..	..	..	3	8	0	
747-759	..	..	..	3	1	0		846-858	..	..	..	3	9	0	
760-771	..	..	..	3	2	0		859-870	..	..	..	3	10	0	
772-783	..	..	..	3	3	0		871-882	..	..	..	3	11	0	
784-796	..	..	..	3	4	0		883-895	..	..	..	3	12	0	
797-808	..	..	..	3	5	0		896-907	..	..	..	3	13	0	
809-820	..	..	..	3	6	0		908-919	..	..	..	3	14	0	
821-833	..	..	..	3	7	0		920-932	..	..	..	3	15	0	

The basic wages rates of adult females and all juniors, male and female, shall be adjusted proportionately to the alterations in the basic wage for male adults and the constant loading prescribed in clause (15) added thereto.

W. W. HARRIS, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 21st October, 1937.

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# VICTORIA GOVERNMENT GAZETTE.

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No. 302]

MONDAY, NOVEMBER 8.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(BUTTONS AND BUCKLES SECTION.)

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 which has 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 following trades and branches of trades, that is to say:—

Renovating carpets;	Cinematograph film;
Preparing feathers;	Composition flooring;
Treating flax;	Cutlery;
Treating pyrites and other metalliferous ores;	Artificial flowers and bouquets;
Mixing seed and making poultry foods;	Paper articles not subject to any Board heretofore appointed;
Glass badging;	Honey;
Gold stamping;	Ink or adhesives;
Ivory working;	Lead and shot;
Show-card and ticket-writing;	Silk or parchment lamp shades;
Manufacturing or preparing—	Mica products;
Abrasive paper or cloth;	Fishing and other nets;
Asbestos articles;	Ornaments for cakes;
Blue prints;	Plaster models;
Buttons and buckles other than those subject to the	Sporting goods not provided for under any Board heretofore
Determination of the Plastic Moulding Board;	appointed;
Button badges;	Surgical instruments;
Carbon articles;	Toys;
Chalk, crayons, or other articles from mineral earth;	Watch cases "

has made, in respect of the manufacturing or preparing of buttons and buckles other than those subject to the Determination of the Plastic Moulding Board, the following Determination, namely:—

(1) That this Determination shall come into force and be operative on and after the 12th November, 1937.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 15 0	1st six months' experience	12 6	.. .. .	.. 76 0	.. .. .	.. 41 0
2nd " "	.. 21 3	2nd " " "	15 6	.. .. .	.. .. .	.. .. .	.. .. .
3rd " "	.. 29 3	3rd " " "	18 6	.. .. .	.. .. .	.. .. .	.. .. .
4th " "	.. 39 9	4th " " "	21 6	.. .. .	.. .. .	.. .. .	.. .. .
5th " "	.. 50 6	5th " " "	24 6	.. .. .	.. .. .	.. .. .	.. .. .
6th " "	.. 58 3	6th " " "	27 6	.. .. .	.. .. .	.. .. .	.. .. .
7th " "	.. 62 0	7th " " "	30 6	.. .. .	.. .. .	.. .. .	.. .. .
		8th " " "	34 6				

And thereafter the minimum wage.

### PROPORTION (IN ANY PLACE).

#### Males.

One improver to each male worker receiving not less than the minimum wage.

#### Females.

Two improvers to each female person receiving not less than the minimum wage.

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

(4) HOURS OF EMPLOYMENT.—Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed.

5. OVERTIME.—(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(e) MIDDAY MEAL.—(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.

(b) No work shall be performed during such meal time.

(7) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, 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, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(f) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) TERMS OF EMPLOYMENT.—(a) Except as hereinafter provided, employment shall be on a weekly basis, and notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to 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, or any cause for which the employer cannot be reasonably held responsible.

Provided that the employment of any person during the first three months of his or her service with the same employer shall be on an hourly basis, and such employment may be terminated by one hour's notice on either side.

(9) ACCOMMODATION FOR FEMALES.—(a) The employer shall provide a suitable seat for females to rest.

(b) A restroom shall be provided by every employer of more than ten females. Such room shall contain a suitable couch, two easy chairs, two rubber hot-water bags, and shall be properly lighted and ventilated.

(10) PAYMENT OF WAGES.—(a) Wages shall be paid weekly, not later than Friday, except by mutual agreement between the employer and his employees.

(b) Any employee kept waiting for his or her wages on pay day for more than ten minutes after the usual time for ceasing work shall be paid at overtime rates for the time so kept waiting.

(c) Where the services of an employee are dispensed with, all wages due shall be paid to him or her on the day of dismissal, or forwarded to him or her by post on the day following.

(d) Not more than two days' pay of any employee shall be kept in hand by an employer.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (12).

#### Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	£ s. d. 3 10 0	Melbourne

(12) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in December, 1937, the amount of the basic wage shall be as prescribed in clause (11).

(b) During each future successive period beginning with the first pay period to commence in a December, a March, a June, or a September, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

(1) The index number set to be applied is that assigned to Melbourne.

(2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.

(3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746 .. .. .	3 0 0	834-845 .. .. .	3 8 0
747-759 .. .. .	3 1 0	846-858 .. .. .	3 9 0
760-771 .. .. .	3 2 0	859-870 .. .. .	3 10 0
772-783 .. .. .	3 3 0	871-882 .. .. .	3 11 0
784-796 .. .. .	3 4 0	883-895 .. .. .	3 12 0
797-808 .. .. .	3 5 0	896-907 .. .. .	3 13 0
809-820 .. .. .	3 6 0	908-919 .. .. .	3 14 0
821-833 .. .. .	3 7 0	920-932 .. .. .	3 15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 15th October, 1937.



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No. 303]

MONDAY, NOVEMBER 8.

[1937

Factories and Shop Acts.

## DETERMINATION OF THE TILE LAYERS BOARD.

NOTE.—(a) This Determination applies to the whole of the State of Victoria.

(b) On the 7th July, 1926, by Order in Council, the Tile Layers Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed laying or fixing faience or majolica on floors, walls, or ceilings, and such power was conferred exclusively on the Bricklayers Board.

(c) On the 7th April, 1937, by Order in Council, the Tile Layers Board was deprived of the power to determine the lowest price or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of fixing acoustic tiles moulded into slab form, and having an earth base, and conferring such power exclusively on the Fibrous Plasterers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to determine the lowest rates which may be paid to any persons employed laying or fixing tiles (other than acoustic tiles moulded into slab form, and having an earth base), or mosaic on floors, walls, or ceilings, has made the following Determination, namely:—

(1) That on the 2nd November, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)											
Apprentices.				Improvers.				Other Employees.			
WAGES.				WAGES.				WAGES.			
Per Week of 44 Hours.				Per Week of 44 Hours.				Per Hour.			
s. d.				s. d.				s. d.			
1st year	..	..	21 9	Under 16 years of age	..	24 0	Adults	..	2 6½	..	111 10
2nd "	..	..	32 9	Between 16 years and 17 years	..	36 0					
3rd "	..	..	43 6	" 17 "	" 18 "	48 0					
4th "	..	..	60 0	" 18 "	" 19 "	60 0					
5th "	..	..	76 3	" 19 "	" 20 "	72 0					
				" 20 "	" 21 "	84 0					
PROPORTION (WITHIN ANY PLACE).				PROPORTION (WITHIN ANY PLACE).							
One apprentice to every three or fraction of three workers receiving not less than 11s. 10d. per week of 44 hours.				One improver to every four or fraction of four workers receiving not less than 11s. 10d. per week of 44 hours.							

## (b) Outside the hours fixed in Clause 3—

	On Saturday or the Day on which the Half-holiday is usually Observed.	On the other Working Days of the Week.
Between midnight and 7.30 a.m. . . . .	Double time	
" 12.15 p.m. and 2.15 p.m. . . . .	Time and a half	
" 2.15 p.m. and midnight . . . . .	Double time	
" 5.30 p.m. and 7.30 p.m. . . . .		Time and a half
" 7.30 p.m. and 7.30 a.m. . . . .		Double time

(5) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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.

(6) SCAFFOLD WORK.—All work performed at a height of over 12 feet above ground or floor level shall be paid for at the rate of 1s. per day in addition to the ordinary rate.

(7) ALLOWANCES.—The following allowances shall be paid to persons employed on work:—

(a) For work done within a radius of 10 miles from the "Centre"—

- (i) Where transport is not provided by the employer for an employee from the "Centre" or from the place of residence of such employee to the place of employment an amount of 2s. 6d. per week shall be paid to such employee going from and to his residence to and from his work.
- (ii) When any employee is required during working hours to travel from one place of employment to another place of employment, he shall be paid travelling time at ordinary rates and the additional fares necessarily expended.

(b) For any other work —

- (i) The fares necessarily expended in addition to travelling time at ordinary rates during the ordinary working hours.
- (ii) Where an employee is unable to return to his home the same night, and suitable board and residence is not provided by the employer, 6s. per day for the first seven days, and thereafter, 30s. per week extra shall be paid.

For the purpose of this Clause "Centre" shall mean the Railway Station, Flinders-street, Melbourne, if the employer's place of business is within 10 miles therefrom, and shall in all other cases mean the employer's place of business.

(8) PAYMENT OF WAGES.—Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than fifteen minutes after the time of ceasing work on Friday. In the event of payment being made more than fifteen minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(9) PIECEWORK.—The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1928*, that any employer may fix and pay piecework prices to any person employed at any work for which this Board has fixed a minimum wage—provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions and such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

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

GEO. E. PARR, Secretary.

Melbourne, 18th October, 1937.