



# VICTORIA GOVERNMENT GAZETTE.

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[1938

Factories and Shops Acts.

## DETERMINATION OF THE CHAR WORKERS BOARD.

NOTE.—This Determination on the 7th October, 1938, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portion of the City of Sandringham as is not included within the Metropolitan District; the cities of Ballarat, Bendigo, and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which since the 18th June, 1929, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of the Boarding Houses Board, of the Hospital and Benevolent Asylum Attendants Board, or of the Hotel and Restaurant Board) employed at office cleaning or general cleaning work of a like character *in or about any building* in which any process, trade, business, or occupation is carried on for profit," has made the following Determination, namely:—

(1) That on the 7th October, 1938, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Improvers.	Other Employees.
<b>MALES.</b>	<b>WAGES.*</b>
<b>WAGES.</b>	<b>Males.</b>
Per week of 46 hours.	Per week of 46 hours.
<i>s. d.</i>	<i>s. d.</i>
Under 19 years of age .. .. . 31 0	Office cleaners or general cleaners in charge of—
19 and under 20 years of age .. .. . 39 0	4 or more office cleaners or general cleaners .. 105 6
20 years of age .. .. . 46 0	1, 2, or 3 office cleaners or general cleaners .. 94 0
<b>PROPORTION.</b>	Other office cleaners or general cleaners .. 83 0
<i>Improvers.</i>	<b>Females.</b>
One male improver to every five male workers receiving not less than 83s. per week of 46 hours.	Per week of 44 hours.
	<i>s. d.</i>
<b>FEMALES.</b>	Office cleaners or general cleaners in charge of—
<b>WAGES.</b>	4 or more office cleaners or general cleaners .. 91 7
Per week of 44 hours.	1, 2, or 3 office cleaners or general cleaners .. 80 7
<i>s. d.</i>	Other office cleaners or general cleaners .. 74 5
Under 19 years of age .. .. . 24 6	
19 and under 20 years of age .. .. . 32 0	
20 years of age .. .. . 39 0	
<b>PROPORTION.</b>	
<i>Improvers.</i>	
One female improver to every ten female workers receiving not less than 74s. 5d. per week of 44 hours.	

\* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.

NOTE.—The employer shall supply all necessary tools and materials free.

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the process, trade, business or occupation is so unskilful that no person shall be taken as an apprentice.

## (3) TIMES OF BEGINNING AND ENDING WORK (other than casual employees)—

## (a) For males who reside on the premises—

Times of Beginning.		Times of Ending.	
6 a.m.	.. .. .	..	1 p.m. on Saturday.
6 a.m.	.. .. .	..	9 p.m. on the other working days of the week.

## (b) For other Males—

6 a.m.	.. .. .	..	1 p.m. on Saturday.
6 a.m.	.. .. .	..	6 p.m. on the other working days of the week.

## (c) For Females—

6 a.m.	.. .. .	..	1 p.m. on Saturday.
6 a.m.	.. .. .	..	9 p.m. on the other working days of the week.

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

Outside the hours fixed in clause 3 .. .. Time and a quarter except that males shall be paid at the rate of time and a half and females double time for all work performed by them on Saturday after 1 p.m.

Within the hours fixed in clause 3 in excess of .. .. 3s. per hour.  
the number of hours as fixed for a week's work

(5) EMPLOYMENT FOR LESS THAN FULL WEEK.—(a) MALES.—Casual male employees, that is to say persons who are employed during any week for less than the working week of 46 hours, shall be paid for the first 23 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any male person who is not engaged for a week who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness inability or some other sufficient cause beyond his control.

(b) (i) FEMALES.—Casual female employees, that is to say persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter.

(ii) Female persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 44 hours shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(6) ALLOWANCES.—(i) If a cleaner is required to clean windows and it is necessary to go wholly outside the window, or climb around an outside column to do such cleaning, and if such cleaning is at a height of more than 10 feet from the ground or verandah, he shall be paid 1½d. extra for every such window cleaned unless the outside window or column ledge is more than 24 inches wide. Provided that nothing in this sub-clause shall apply to cleaning from a ladder resting on the ground.

(ii) Where cleaning is done from a ladder, and the height of any portion of the window to be cleaned exceeds 25-feet from the ground, the employee shall be paid 1½d. extra for each window so cleaned.

(iii) Provided that where an efficient safety device is provided this clause shall not apply.

(iv) The amount payable under this clause shall not exceed 1s. per day.

(7) 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 with pay, one week's holiday in each year (exclusive of the holidays mentioned in clause 8) and such holiday shall be given within three months of the completion of twelve months' service, provided that, for the purposes of this clause, any service prior to the 7th August, 1937, shall not be taken into account, and that payment for such holiday pay shall be calculated on an average of the four weeks immediately preceding such holiday.

Provided further, that any employee who leaves or is dismissed before the expiration of twelve months shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., one day for each complete two months of service.

(8) PAYMENT FOR HOLIDAYS.—All employees other than casual employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Anzac Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

(9) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, Good Friday, 21st April (Labour Day), Anzac Day, or Christmas Day; and time and a half shall be the rate for all work done on New Year's Day, 26th January (Australia Day), King's Birthday, Boxing Day, or Easter Monday; 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.

RAY. H. BEERS, P.M., Chairman.

C. W. TREVETHAN, Secretary.

Melbourne, 19th September, 1938.