



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 290]

FRIDAY, NOVEMBER 18.

[1938

Factories and Shops Acts.

## DETERMINATION OF THE TANNERS (FURRED SKINS) BOARD.

NOTE.—This Determination on the 17th November, 1938, 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 the trade of a tanner of all kinds of furred skins, or a dresser or a dyer of such skins," has made the following Determination, namely:—

(1) That on the 17th November, 1938, 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 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	Males.	Females employed in beaming, fleshing or slickering of any furred skins.	Other Females.	<i>Males.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>£</i>	<i>s.</i>	<i>d.</i>
14 to 15 years of age ..	14 6	} 49 9	13 6	Beam fleshers, pullers on upright knife, shavers ..	4	15	6
15 to 16 ..	18 9		15 9	Operators of rotary shaving knife .. ..	5	0	0
16 to 17 ..	26 0		20 0	Other males .. .. .	4	0	0
17 to 18 ..	32 9		26 9	<i>Females.</i>			
18 to 19 ..	42 6		33 6	Females employed in beaming, fleshing, or slickering			
19 to 20 ..	49 9	39 9	of any furred skins .. .. .	4	15	6	
20 to 21 ..	61 9	80 0	Other females .. .. .	2	9	9	
<p>PROPORTION (IN ANY PLACE).</p> <p><i>Apprentices and Male Improvers.</i></p> <p>Two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Female Improvers.</i></p> <p>One female improver to one, Three female improvers to two, And thereafter, Three additional female improvers to every two additional</p>				<p>Female workers receiving not less than the minimum wage.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.</p>			

- (3) DEFINITIONS.—“Flesher” is an adult person removing flesh from raw wet skins on a beam or upright knife.  
 “Shaver” is an adult person shaving partly dressed skins with a sharp-edged knife.  
 “Puller” is an adult person employed pulling wet raw skins over an upright knife.

(4) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be 44;

(5) TERMS OF EMPLOYMENT.—(a) That 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.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) 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.

(d) No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(6) SHIFTS—

(a) Day Shift.—The times of beginning and ending work shall be:—

Time of Beginning (not earlier than)—		Time of Ending (not later than)—
8 a.m.	.. .. .	1 p.m. on Saturday.
8 a.m.	.. .. .	6 p.m. on the other working days of the week.

Provided that if the majority of the employees in any department desire to begin work at 7.30 a.m., the work may begin in that department at 7.30 a.m.

(b) Afternoon, Night, or Other Shift—

(i) Hours.—The hours of duty on any shift other than day shift shall be arranged mutually between the employer and the majority of the employees, providing that 9 hours shall be the maximum duration of such shift.

(ii) Wages.—An addition of 5 per centum shall be added to the rates fixed for a day shift.

(7) OVERTIME.—All time worked—

(a) Outside the times of beginning and ending work prescribed in clause 6 (a) and agreed upon in 6 (b).

(b) Within such times, but in excess of 44 hours in any one week shall be paid at the rate of time and a half for the first four hours' work and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(8) HOLIDAYS.—All employees shall be granted the following holidays without deduction of pay, viz.:—Good Friday, Labour Day, Christmas Day, Boxing Day, New Year's Day, and the intervening working days between the two last named holidays. If any of the above holidays occur on a Saturday or a Sunday and are 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. Provided that any employee who has been in the service of an employer for less than six months shall only be entitled to holiday payment for one day of each month of service in lieu of the aforementioned holidays.

When employment is terminated within twelve months and after three months' service, payment equivalent to one day's pay for each month of service shall be paid in lieu of the above holidays. Provided, however, that in no circumstances shall payment be made for more than ten holidays in any one year of service, the year to commence on 1st January.

(9) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Good Friday, Labour Day (21st April), Christmas Day, or Boxing Day, and the intervening working days between Boxing Day and New Year's 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.

(10) MEAL TIME.—Meal time shall be taken between 12 noon and 2 p.m.

(11) TOOLS AND APPLIANCES.—Every employer shall provide gloves, apron, leggings with vamps attached, or any tools or implements of trade required by employees in the performance of their duties.

R. J. EDWARDS, Chairman;

E. G. WILLIAMS, Secretary.

Melbourne, 27th October, 1938.