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**THURSDAY, DECEMBER 1.**

[1938:

### DETERMINATION OF THE GENERAL BOARD.

Adjusted pursuant to section 21 of the *Factories and Shops Act* 1934 (No. 4275).

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

(1)

## WAGES PER WEEK OF 44 HOURS.

(a) Improvers.					(b) Other Employees.				
				<i>s. d.</i>					
Under 17 years of age	..	..	..	17 3					
17 years of age	..	..	..	26 0					
18 " "	..	..	..	34 9					
19 " "	..	..	..	47 0					
20 " "	..	..	..	57 3					
<i>Proportion (in any place).</i>					<i>Males.</i>				
									<i>s. d.</i>
Oven hands	..	..	..	83 0					
Machine attendants	..	..	..	83 0					
All others	..	..	..	79 0					
					<i>Females.</i>				
One improver to every three adult employees.					All adults	..	..	..	42 6

(2) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(3) **TIMES OF BEGINNING AND ENDING WORK.**—That the times of beginning and ending work shall be :—

Time of Beginning.  
(Not earlier than).

Time of Ending.  
(Not later than).

7.30 a.m.	..	..	..	..	..	12 noon on Saturday.
7.30 a.m.	..	..	..	..	..	5.30 p.m. on the other working days of the week.

(4) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in Clause (3), or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for 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.

(5) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(6) **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.

(7) **REST PERIOD FOR FEMALES.**—That females engaged in any work where the spell of duty exceeds four hours shall be allowed during each morning, an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.

F. A. MARZORINI,  
Secretary for Labour.

Melbourne, 16th November, 1938.