

Published by Authority.

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

THURSDAY, DECEMBER 1.

[1938:]

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.

I. FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the Factories and Shops Acts and in consequence of the provisions contained in a determination made on the 16th September, 1938, by the General Board, and published in the *Government Gazette* on the 6th October, 1938, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the beginning of the first pay period to commence in December, 1938, to any person or persons or classes of persons employed in manufacturing or preparing vinegar and yeast.

(1) WAGES PER WEEK OF 44 HOURS.

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

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

(4) **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).
6 a.m.	12 noon on Saturday (not more than four hours to be worked daily).
6 a.m.	6 p.m. on the other working days of the week (not more than eight hours to be worked on any day).

(5) OVERTIME AND TEA MONEY.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (4); 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.

Employees who are required on any day to work overtime extending beyond 5.45 p.m. on Monday to Friday inclusive, or 12.45 p.m. on Saturday, shall be paid 1s. 6d. tea money, unless on the previous day before ceasing work they shall have been notified of the intention to work such overtime. Where such notice shall have been given, and any new circumstances arise, the employer shall, except on Saturday, be entitled before 12 noon on the day appointed for such overtime to cancel such notice, and in that case the employee shall not be entitled to tea money.

(6) **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 Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, and Melbourne Cup 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 any of the above-mentioned holidays shall be paid for at the rate of double time; if done on Sunday, at the rate of time and a half.

(7) CASUAL EMPLOYEES.—A casual employee shall mean and be deemed to be any employee engaged for a less period than 44 hours per week. All casual employees in compress yeast factories and vinegar works shall be paid one-tenth per day in addition to wages otherwise prescribed herein.

(8) TERMS OF EMPLOYMENT.—All employees shall be engaged by the week, and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid. Such notice shall be given at the end of a working week. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinbefore mentioned and except absence without deduction of pay in accordance with the following provision :—

Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of the employment.

(9) SHOWERS.—Adequate hot and cold showers shall be provided by each employer for his employees.

(10) ANNUAL LEAVE OF ABSENCE.—Each employee on completion of twelve months' service shall be granted six days' leave of absence, on full pay. A pro rata leave of absence shall be granted to all employees who have worked six months or over.

(11) WATERPROOF CLOTHING AND CLOGS.—Where an employee is called upon to work in or with water, he shall be provided with waterproof clothing, apron, and clogs free during the time he shall be called upon to perform such duties.

Melbourne, 16th November, 1938.

F. A. MARZORINI,

Secretary for Labour.