[681]

VICTORIA

GOVERNMENT GAZETTE.

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THURSDAY, FEBRUARY 10.

[1938]

86s. 6d. 80s. 9d.

Factories and Shops Acts.

DETERMINATION OF THE TEA PACKING BOARD.

Note.—This Determination on the 11th February, 1938, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the City of Saudringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, occoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling," has made the following Determination, namely:—

(1) That on the 11th February, 1938, the previous Determination of this Board shall be revoked and replaced by this

(2)

Apprentices or Improvers.										
		WAGES.			Males.	Frmales.				
					Per week of 48 hours.	Per week of 48 hours. s. d.				
14 years					14 6	,				
15 years		• •	• • •	•••	19 0	17 6				
16 years	·				23 0	19 6				
17 years					28 6	23 3				
18 years					35 9	27 6				
19 years					40 9	31 0				
20 years		••			52 3	35 3				

PROPORTION (within any factory or place).

Apprentices.

One male apprentice to every three or fraction of three male one maie apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 80s. 9d. per week of 48 hours.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 45s. 9d. per week of 48 hours.

Improvers.

One male improver to every four or fraction of four male workers receiving at wages rates or piece-work prices not less than 80s. 9d. per week of 48 hours.

per week of 45 monts.

One female improver to every four or fraction of four female workers receiving not less than 45s. 9d. per week of 48 hours.

Adults.

WAGES. Males. Per week of 48 hours. Foreman, i.e., a person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees. Headman, i.e., a person who directs employees under, and takes his instructions from, the foreman. All other adult workers. 93s. 6d.

Females.

Headwoman, i.e., a perso	n who di	rects e	mployees	under		
and takes her instruct	ions fron	a, the	foreman	• • •	528.	3d.
All other adult females	• •	• •	••	• •	458.	9d.

JUVENILE WORKERS.

Wages.

MALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at-											
Under 16 years of age.	Under 18 years of age.	Under 21 years of age.									
General work, i.e., all work except-	General work, i.e., all work except—	General work, i.e., all work except—									
(a) Bulk blending, i.e., mixing; (b) Moving by hand, unassisted, packages exceeding 35 lb. gross weight; (c) Ramming with a rammer exceeding 3 lb. in weight; (d) Packing tea with a machine other than a power-driven machine— Per week of 48 hours. 14 years 14s. 6d. 15 years 19s.	(a) Bulk blending, i.e., mixing; (b) Moving by hand, unassisted, packages exceeding 70 lb. gross weight;	Moving by hand, unassisted, packages exceeding 100 lb. gross weight— Per week of 48 hours.									

FEMALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at-

•			Under 18	jears of	f age.	•			•	Under !	21 years of	age.	•	, ,
General work, i.e., all work except— Packing tea with a hand or power-driven machine—								General work, i.e., all work except— Packing tea with a hand machine—				-		
T WONTING DOG		1011	nana or po	mor-ar	TVOII III.		Per wee 48 hou	rs.						Per week of 48 hours.
15 yea	IB						17s. 6	id.	18 years					27s. 6d.
16 ves	rs						19s, 6	ld.	19 years					31s.
17 yea		••	••	••	• •	••	23s. 3	Bd.	· 20 years		••	••	• •	35s. 3d.

- (3) OVERTIME.—All work done in excess of 48 hours in any week shall be paid for at the rate of time and a half.
- (4) Special Rates.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or 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.
- (5) Termination of Employment.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.
- (6) Sign Pay.—Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than 12 months' service and he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 23rd April.
- (7) Annual Leave.—All employees shall be granted one weeks leave of absence on full pay, on completion of each twelve months service with an employer. For the purpose of administering this clause, all service prior to the 3rd January, 1938, shall not be counted.
 - (8) PAY DAY.—Employees shall be paid on a Day not later than Thursday in each week.
- (9) PIECE-WORK.—The Board determines under the provisions of sub-sections (1) and (2) of section 150 of the Factories and Shops Act 1928, No. 3677, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions; and that such piece-work prices shall be fixed so that an average worker can earn not less than the minimum wage fixed by the Board for such work.
 - H. J. RICHARDSON, J.P., Chairman.
 - J. W. RYAN, Secretary.

Melbourne, 21st January, 1938.