



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, JULY 24.

[1939

Factories and Shops Acts.

DETERMINATION OF THE TEA PACKING BOARD.

NOTE.—This Determination on the 21st July, 1939, 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 Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrambool; 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, cocoa, 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 21st July, 1939, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Adults.							
WAGES.				WAGES.							
				MALES.		FEMALES.					
				Per week of 48 hours.		Per week of 48 hours.		Males.			
				s. d.		s. d.		Per week of 48 hours.			
14 years	..	..	..	15	3	..	..	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 .. 98s. 3d. Headman, i.e., a person who directs employees under, and takes his instructions from, the foreman .. 90s. 9d. All other adult workers 84s. 9d.			
15 years	..	..	..	20	0	18	6				
16 years	..	..	..	24	3	20	6				
17 years	..	..	..	30	0	24	6				
18 years	..	..	..	37	6	29	0				
19 years	..	..	..	42	9	32	6				
20 years	..	..	..	54	9	37	0	Females. Headwoman, i.e., a person who directs employees under and takes her instructions from, the foreman .. 54s. 9d. All other adult females 48s.			
PROPORTION (within any factory or place).											
<i>Apprentices.</i>											
One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 84s. 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 48s. per week of 48 hours.											
<i>Improvers.</i>											
One male improver to every four or fraction of four male workers receiving at wages rates or piece-work prices not less than 84s. 9d. per week of 48 hours.											
One female improver to every four or fraction of four female workers receiving not less than 48s. per week of 48 hours.											

JUVENILE WORKERS.

PROPORTION.—The proportion of juvenile workers to adults shall be not more than three juvenile workers of either sex to every two adults of either sex.

WAGES.

MALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—

<i>Under 16 years of age.</i>				<i>Under 18 years of age.</i>				<i>Under 21 years of age.</i>			
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;				(a) Bulk blending, i.e., mixing;				Moving by hand, unassisted, packages			
(b) Moving by hand, unassisted, packages				(b) Moving by hand, unassisted, packages				exceeding 100 lb. gross weight—			
exceeding 35 lb. gross weight;				exceeding 70 lb. gross weight;							
(c) Ramming with a rammer exceeding				(c) Ramming with a rammer exceeding							
3 lb. in weight;				4 lb. in weight;							
(d) Packing tea with a machine other than				(d) Packing tea with a machine other				Per week of			
a power-driven machine—				than a power-driven machine—				48 hours.			
								18 years 37s. 6d.			
Per week of				Per week of				19 years 42s. 9d.			
48 hours.				48 hours.				20 years 54s. 9d.			
14 years 15s. 3d.				16 years 24s. 3d.							
15 years 20s.				17 years 30s.							

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

<i>Under 18 years of age.</i>				<i>Under 21 years of age.</i>			
General work, i.e., all work except—				General work, i.e., all work except—			
Packing tea with a hand or power-driven machine—				Packing tea with a hand machine—			
Per week of				Per week of			
48 hours.				48 hours.			
15 years 18s. 6d.				18 years 29s.			
16 years 20s. 6d.				19 years 32s. 6d.			
17 years 24s. 6d.				20 years 37s.			

(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) HOLIDAYS.—Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, or Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day, and after 12 noon on Show 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) SPECIAL RATES.—Any employee who is required to work on a Sunday or any day mentioned in Clause (4) shall be paid double time for such work.

(6) 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.

(7) SICK 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.

(8) ANNUAL LEAVE.—All employees shall be granted one week's 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.

(9) PAY DAY.—Employees shall be paid on a day not later than Thursday in each week.

H. J. RICHARDSON, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 3rd July, 1939.