



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 305]

FRIDAY, NOVEMBER 10.

[1939

Factories and Shops Acts.

DETERMINATION OF THE LIMEBURNERS 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.

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 12th October, 1939, by the Limeburners Board, and published in the *Government Gazette* on the 26th October, 1939, hereby issue an adjusted determination showing the adjusted wages rates to be paid, to any persons employed in the trade of making Lime.

(1) The adjusted rates herein shall be paid as from the 1st day in December, 1939.

(2)

Apprentices or Improvers. (Day Shift.)	Other Employees. (Day Shift.)
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
18 years of age or under s. d.	Lime Burners or Feeders 88 0
17 years of age 31 0	Drawers 88 0
18 years of age 36 6	Crusher hands 83 6
19 years of age 45 0	Operator of a Mechanical Bagging Machine 88 0
20 years of age 55 6	Hydrator Attendant 97 6
20 years of age 69 0	Lime Screeners 86 6
PROPORTION (within any place).	Attendant on an Automatic Feeder 89 0
One apprentice and one improver to every three or fraction of three workers receiving not less than 80s. 6d. per week of 44 hours.	All others 80 6
An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.	

(3) EXTRA PAYMENT FOR EMPLOYEES ON AFTERNOON OR NIGHT SHIFT.—Employees on Afternoon or Night Shift shall receive the rates provided in Clause (2) plus 5%.

(4) SHIFTS.—That—

The hour of beginning and the hour of ending each shift shall be as follows:—

—	Time of beginning—	Time of ending—
Monday to Friday (Day Shift)	8 a.m.	5 p.m.
Saturday "	8 a.m.	12 noon
Where two Shifts are worked.		
Monday to Saturday (Day Shift)	7 a.m.	3 p.m.
" (Afternoon Shift)	3 p.m.	11 p.m.
Where three Shifts are worked.		
Monday to Saturday (Day Shift)	7 a.m.	3 p.m.
" (Afternoon Shift)	3 p.m.	11 p.m.
" (Night Shift)	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

(5) OVERTIME:—

The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift shall be time and a half.

(6) **TIME WAGES.**—Any person employed on time wages for less than the number of hours provided for an ordinary week's work shall be paid, for each hour worked up to 22 hours, as follows:—

- (a) in any week in which two or more public holidays occur .. At the ordinary wages rate with an addition of sixty-six and two-thirds per centum
- (b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum;

and for each hour worked beyond the 22 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(7) **SUNDAYS.**—Time and a half shall be the special rate payable for all work done on Sundays.

(8) **PUBLIC HOLIDAYS.**—Double time shall be the special rate payable for all work done on Christmas Day, Boxing Day, New Year's Day, Australia Day, 21st April (Labour Day), Good Friday, Easter Monday, Anzac Day, and King's Birthday; 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.

(9) **CRIB TIME.**—Time allowed as Crib time for employees on afternoon or night shift shall be deemed to be time worked.

(10) **SICK LEAVE.**—Where an employee is disabled by personal ill-health (not attributable to misconduct) proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding six days in any year of employment.

(11) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for not less than twelve months shall be granted one week's holiday on full pay, and thereafter one week's holiday (with full pay) on each completed year of service, provided that for the purpose of administering this clause any service prior to the 27th October, 1939, shall not be taken into account.

Melbourne, 6th November, 1939.

F. A. MARZORINI,
Secretary for Labour.