



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 337]

THURSDAY, NOVEMBER 23.

[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Mica Products Section.)

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 29th July, 1938, by the General Board, and published in the *Government Gazette* on the 2nd September, 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, 1939, to any person or persons or classes of persons employed in manufacturing or preparing mica products.

(1) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females.	
	s.	d.		s.	d.		s.
1st year's experience ..	16	6	1st six months' experience ..	13	3	Males .. .. .	80 0
2nd " " ..	23	0	2nd " " ..	16	6		
3rd " " ..	32	0	3rd " " ..	19	6		
4th " " ..	43	0	4th " " ..	22	6		
5th " " ..	55	0	5th " " ..	25	9		
6th " " ..	63	6	6th " " ..	29	3	1. Persons engaged in combining	
7th " " ..	67	9	7th " " ..	32	3	sheets of mica by means	
			8th " " ..	36	6	of adhesives .. ..	46 6
			9th " " ..	39	6	2. All others .. ..	44 3
			10th " " ..	42	9		

and thereafter the rate prescribed for adults.

PROPORTION (IN ANY PLACE).

*Males.*

(a) Where no adult male is employed—one male improver.

(b) Elsewhere—one male improver to every two or fraction of two males receiving not less than the minimum wage.

*Females.*

Four female improvers to each female receiving not less than the rate prescribed for the 8th six months' experience.

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

- (5) OVERTIME.—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 for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
- (6) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.
- (c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.
- (e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.
- (7) 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.
- (8) REST ROOM.—A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.
- (9) REST PERIOD FOR FEMALES.—Except on Saturday, a rest period of five minutes during the morning and ten minutes in the afternoon (to be counted as part of time worked) shall be allowed females.

F. A. MARZORINI,  
Secretary for Labour.

Melbourne, 21st November, 1939.



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

No. 338]

THURSDAY, NOVEMBER 23.

[1939

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Seed Mixing and Poultry Food Section.)

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.

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 8th April, 1938, by the General Board, and published in the *Government Gazette* on the 2nd May, 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, 1939, to any person or persons or classes of persons employed in mixing seed and making poultry foods.

(1)		WAGES PER WEEK OF 44 HOURS.			
(a) Improvers.		(b) Other Employees.			
				s.	d.
Under 17 years of age .. .. .		All adults .. .. .		17	6
17 years of age .. .. .				26	3
18 " " .. .. .				35	3
19 " " .. .. .				47	9
20 " " .. .. .				58	0
<i>Proportion (in any place)</i>					
Two improvers to each fully paid worker.					

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

(5) OVERTIME.—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 for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(6) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

(7) 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.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 21st November, 1939.



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No. 339]

THURSDAY, NOVEMBER 23.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Carbon Articles Section.)

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 14th April, 1939, by the General Board, and published in the *Government Gazette* on the 27th April, 1939, 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, 1939, to any person or persons or classes of persons employed in manufacturing or preparing carbon articles.

(1) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.									
				<i>s.</i>	<i>d.</i>								
Under 16 years of age	..	..	..	..	17	9	Foreman in charge	..	..	..	..	106	0
16 years of age and under 17 years	..	..	..	..	26	0	All others	..	..	..	..	91	0
17 " " " 18 " " "	..	..	..	..	45	9							
18 " " " 19 " " "	..	..	..	..	58	0							
19 " " " 21 " " "	..	..	..	..	69	9							
<i>Proportion (in any place).</i>													
Two improvers to the first fully paid worker; thereafter one additional improver to each additional fully paid worker.													

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

(5) OVERTIME.—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 for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(6) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

(7) 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.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 21st November, 1939.



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Published by Authority.

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No. 340]

THURSDAY, NOVEMBER 23.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Blue Print Section.)

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 7th March, 1938, by the General Board, and published in the *Government Gazette* on the 31st March, 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, 1939, to any person or persons or classes of persons employed in manufacturing or preparing blue prints.

### (1) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.		Other Parts of Victoria where this Determination Applies.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	16 6	1st six months' experience	13 3	Operators of blue-printing machines—			
2nd "	23 3	2nd "	16 6	Males	83 0		80 0
3rd "	32 0	3rd "	19 6	Females	46 6		46 6
4th "	43 0	4th "	22 9	All other persons—			
5th "	55 0	5th "	25 9	Males	80 0		77 0
6th "	63 6	6th "	29 3	Females	43 3		43 3
7th "	67 9	7th "	32 3				
		8th "	36 6				
and thereafter the minimum wage.							
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.							
PROPORTION.							
Two improvers to each person of the same sex receiving not less than the minimum wage.							

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

(5) OVERTIME.—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 for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(6) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

(7) 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.

F. A. MARZORINI,  
Secretary for Labour.

Melbourne, 21st November, 1939.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 341]

THURSDAY, NOVEMBER 23.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Flax Treating Section.)

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 26th November, 1937, by the General Board, and published in the *Government Gazette* on the 8th December, 1937, 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, 1939, to any person or persons or classes of persons employed in treating flax.

(1) WAGES PER WEEK OF 44 HOURS (a) (DAY SHIFT).

(i) Improvers.	(ii) Other Employees.		
s. d.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambbool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
Under 17 years of age .. .. .	20	9	
17 years of age .. .. .	26	3	
18 " " .. .. .	35	3	
19 " " .. .. .	47	9	
20 " " .. .. .	58	0	
PROPORTION (in any place).			
One improver to each adult employee.	Foreman in charge .. .. .	£ 4 12 0	£ 4 9 0
	Scutcher (hand) .. .. .	4 6 0	4 3 0
	Scutcher (machine) .. .. .	4 3 0	4 0 0
	All others .. .. .	4 0 0	3 17 0

(b) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

(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 (DAY SHIFT).—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.

(5) OVERTIME (DAY SHIFT).—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 for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

- (6) HOURS AND SPECIAL CONDITIONS FOR NIGHT SHIFT.—(a) The hours of work on night shift shall be 44 per week.
- (b) An employee transferred from day work to night work shall be guaranteed his position on day work after he has completed his work on the night shift.
- (c) A night shift shall be deemed to be any shift where the majority of the hours of the shift are worked outside the ordinary hours of day work.
- (d) No improver under the age of 18 years shall be required to work at night.
- (e) No female employee shall be employed on night shift.
- (f) The employment on night shifts of adult workers who are not eligible for transfer to day work may be terminated by 24 hours' notice on either side.
- (g) The employment of male improvers between 18 and 21 years of age on night shift may be terminated without notice.
- (h) For work done outside the recognized hours of duty in any establishment on night shift, overtime shall be paid, after 44 hours have been worked, at the rate of time and a half for the first four hours and double time thereafter.
- (7) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) If any of the above holidays occur on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.
- (c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.
- (e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.
- (8) 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.
- (9) MARGINAL RATES.—In addition to the current basic wage the margins set out in this clause, plus 6s., shall be the minimum rate payable to employees therein named:—

	Per Week.	
	s.	d.
Foreman in charge of factory .. .. .	12	0
Scutcher (hand) .. .. .	6	0
Scutcher (machine) .. .. .	3	0

F. A. MARZORINI,  
Secretary for Labour.

Melbourne, 21st November, 1939.



(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(7) 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.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 21st November, 1939.



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Published by Authority.

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

No. 343]

THURSDAY, NOVEMBER 23.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE GENERAL BOARD.

(Abrasives Section.)

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 14th April, 1939, by the General Board, and published in the *Government Gazette* on the 27th April, 1939, 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, 1939, to any person or persons or classes of persons employed in manufacturing or preparing—

(a) Abrasive paper or cloth;

(b) Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

(1) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.				
Males.		Females.		Abrasive Paper or Cloth.				
	s. d.		s. d.	Males.				
1st year's experience	16 6	1st six months' experience	13 3	Machine operators ..	..	..	..	86 0
2nd "	23 3	2nd "	16 6	All others ..	..	..	..	80 0
3rd "	32 0	3rd "	19 6	Females				
4th "	43 0	4th "	22 9	All adults ..	..	..	..	43 3
5th "	55 0	5th "	25 9	Abrasive Articles (other than Abrasive Paper or Cloth)				
6th "	63 6	6th "	29 3	Head Burners ..	..	..	..	90 0
7th "	67 9	7th "	32 3	Other burners ..	..	..	..	86 0
		8th "	36 6	Surfacers of Abrasive Articles ..	..	..	..	83 0
				All others ..	..	..	..	80 0

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

(a) *Abrasive Paper or Cloth.*

One improver to each person of the same sex receiving not less than the minimum wage.

(b) *Abrasive Articles (other than Abrasive Paper or Cloth).*

Two improvers to the first adult employed, and thereafter one improver to each adult.

(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 for all persons except burners and continuous shift-workers 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.

(5) **OVERTIME.**—That all time worked—(a) By persons employed as burners or on continuous shift-work (in excess of 44 hours in any one week) shall be paid for at the rate of time and a quarter.

(b) By other persons employed—

(i) Outside the times of beginning and ending work prescribed in clause (4); or

(ii) 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.

(6) **HOLIDAYS AND SPECIAL RATES.**—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having a reasonable excuse for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage, provided that burners employed on Sunday shall be paid therefor at the rate of time and a half.

(f) Burners shall be paid for the full number of hours of the shift worked.

(7) **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 the 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 the 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.

(8) **REST PERIOD FOR FEMALES.**—Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

(9) **RESPIRATORS.**—Respirators must be provided for the use of all employees.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 21st November, 1939.



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 344] THURSDAY, NOVEMBER 23. [1939

Factories and Shops Acts.  
DETERMINATION OF THE GENERAL BOARD.  
(Chalk and Crayon Section.)

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 26th November, 1937, by the General Board, and published in the *Government Gazette* on the 8th December, 1937, 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, 1939, to any person or persons or classes of persons employed in manufacturing or preparing chalk, crayons, or other articles from mineral earth.

WAGES PER WEEK OF 44 HOURS.

(1)				(a) Improvers.		(b) Other Employees.			
Males.		Females.							
	s. d.		s. d.	s. d.					
1st year's experience	16 6	1st six months' experience	13 3	Grinding mill attendant .. .. .	84	0			
2nd "	23 3	2nd "	16 6	Person engaged in testing and/or checking formulae ..	90	0			
3rd "	32 0	3rd "	19 6	Person in charge of mixing ingredients and making					
4th "	43 0	4th "	22 9	chalks from given formulae ..	85	0			
5th "	55 0	5th "	25 9	Persons not otherwise provided for—					
6th "	63 6	6th "	29 3	Males .. .. .	80	0			
7th "	67 9	7th "	32 3	Females .. .. .	43	3			
8th "		8th "	36 6						
and thereafter the minimum wage.									
Proportion.									
Three male improvers to each male person receiving not less than the minimum wage.									
Three female improvers to each female person receiving not less than the minimum wage.									

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

(5) OVERTIME.—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 for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(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 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.

(7) **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.

(8) **REST PERIOD FOR FEMALES.**—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 21st November, 1939.