



VICTORIA GOVERNMENT GAZETTE.

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[1939

Factories and Shops Acts.

DETERMINATION OF THE CEMETERY EMPLOYEES BOARD.

NOTE.—This Determination on the 7th December, 1939, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, and the Order in Council thereunder, the Wages Board appointed to "determine the lowest price or rates which may be paid to any person employed in or about a cemetery as a grave digger, grave decorator, gatekeeper, labourer, or gardener" has made the following Determination, namely:—

(1) That on the 7th December, 1939, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.					Other Employees.				
					Wages.				
Wages per Week of 44 Hours.					Within the Metropolitan District.		All other Parts Victoria.		
s. d.					Per Hour.	Per Week of 44 Hours.	Per Hour.	Per Week of 44 Hours.	
					s. d.	s. d.	s. d.	s. d.	
1st year	..	..	..	..	19	0		
2nd "	..	..	..	..	22	0		
3rd "	..	..	..	..	26	0		
4th "	..	..	..	..	30	6		
5th "	..	..	..	..	39	0		
					Grave diggers	2	3 ³ / ₄
					All others	1	11 ⁵ / ₁₁
								100	6
								87	0
								1	11 ⁵ / ₁₁
								96	6
								85	0

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.

(3) Any employee who is required to handle explosives shall be paid 1s. per day extra for each day or part of a day on which he handles such explosives.

(4) RE-INTERMENTS.—Persons employed on re-interments shall be paid for each such re-interment the sum of £1 in addition to the ordinary rates.

(5) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.	..	Time of Ending.	..
7.30 a.m.	..	12 noon	on the day on which the half-holiday is locally observed.
7.30 a.m.	..	5.15 p.m.	on the other working days of the week.

(6) OVERTIME.—All work done outside the hours specified as the times of beginning and ending work, or for any work done within such hours in excess of 44 hours in any week, shall be paid at the rate of time and a half. Such overtime shall be paid for in cash, and employees shall not be booked time off in lieu thereof.

(7) HOLIDAYS.—(a) Employees shall, as far as practicable, be entitled to the following holidays without deduction of pay:—New Year's Day, 26th January (Foundation Day), Good Friday, Easter Monday, Anzac Day, Labour Day (21st April), King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this condition shall only apply for the day so substituted, or should any such holiday occur on a Sunday and a day is not so substituted, employees shall be entitled to a holiday in lieu of same on a day to be arranged between the employees and the Trust concerned.

(b) Any employee who having been instructed to report for work on any holiday mentioned in sub-clause (a) hereof shall if he so reports be entitled to payment as follows:—

- An allowance of 5/- if not given a start at work.
- A full day's wage if required to do any work on any such day.

The allowance or wage provided for in (i) and (ii) hereof are in addition to the payment of a day's pay to which an employee is entitled under sub-clause (a).

(8) SUNDAYS.—All work done on Sundays shall be paid for at double time.

(9) PICNIC DAY.—The 3rd Wednesday in February in each year shall be observed as a holiday within a radius of 20 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, and Geelong. Employees (except those required to carry out essential services) shall be entitled to such holiday without deduction of pay.

Employees required to carry out essential services may receive ordinary rates of pay only for work done on such day.

(10) **TERMS OF ENGAGEMENT.**—Any employee (other than a casual employee) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this determination.

(11) **ANNUAL HOLIDAY.**—Any employee (other than a casual employee) who has been in the service of an employer for a period of not less than twelve months, shall be granted one week's holiday in each year on full pay.

Provided that for the purpose of administering this clause any service prior to the 7th December, 1939, shall not be taken into account.

(12) **PAYMENT OF WAGES.**—Wages shall be paid not later than Thursday in each week.

(13) **SICK LEAVE.**—Any employee (other than a casual employee) who has not less than twelve months service with the same employer shall be entitled to leave of absence on account of ill-health or accident, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall also be entitled during such absence in any year to payment as follows:—

(a) For the first two weeks, full pay.

(b) For the next two weeks, half pay.

Provided that where, under any scheme of insurance or an accident relief or provident fund, to secure the benefit of which the employer has paid the necessary premium or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full or half pay as the case may be.

For the purpose of this clause a year shall mean a period of twelve months commencing on the 1st day of January in each year.

(14) **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. This clause does not operate in the case of a casual employee.

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

J. W. RYAN, Secretary.

Melbourne, 13th November, 1939.