



VICTORIA GOVERNMENT GAZETTE.

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No. 43]

THURSDAY, MARCH 2.

[1939

Factories and Shops Acts.

DETERMINATION OF THE LIFT BOARD.

NOTE.—This Determination applies 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 portion of the city of Sandringham as is not within 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 employed in the process, trade, business, or occupation of a lift attendant" has made the following Determination, namely:—

(1) That on the 2nd March, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

EMPLOYEES.

	Weekly Wage. s. d.	
<i>Males.</i>		<i>Note.</i>
All male lift attendants	87 6	The Board has determined that no apprentices shall be taken to the trade.
<i>Females.</i>		
All female lift attendants	60 0	

(3) Employees (other than casuals) shall be paid the weekly wage fixed irrespective of the number of hours worked not exceeding 48 hours per week.

(4) **TIME OF BEGINNING AND ENDING WORK FOR LIFT ATTENDANTS**, other than those who are employed in lifts in hotels, clubs, coffee palaces, restaurants, or hospitals—

Time of Beginning.	Time of Ending.
8 a.m.	1 p.m. on the day on which the half-holiday is observed locally.
8 a.m.	8 p.m. on the other days of the week.

(5) **OVERTIME.**—The following rates shall be paid:—

(1) Lift attendants who are employed in lifts in hotels, clubs, coffee palaces, restaurants, or hospitals—

(a) For all work done in excess of ten hours on any one day Time and a half.

(b) For all work done in excess of 48 hours in any week

(2) All other lift attendants—

(a) Outside the hours fixed as the times of beginning and ending work Time and a half.

(b) Within the hours fixed as the times of beginning and ending work in excess of 48 hours in any week

(6) **CASUAL LABOUR.**—Casual employees, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of—

Males	2s. 6d. per hour.
Females	1s. 9d. per hour.

(7) **SUNDAYS AND PUBLIC HOLIDAYS.**—Lift attendants employed in hotels, clubs, coffee palaces, restaurants, or hospitals shall be paid at the rate of time and a half for work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day, Christmas Day, and Boxing Day; and all other lift attendants shall be paid double time for work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder), 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, the special rate shall be payable only for the day so substituted.

(8) TERMINATION OF EMPLOYMENT—

(a) Lift attendants in hotels, clubs, coffee palaces, restaurants, or hospitals:—Forty-eight hours' notice of termination of employment shall be given by employer or employee, or in lieu of such notice two days' wages shall be paid by the employer or forfeited by the employee.

(b) All other lift attendants:—One week's notice of termination of employment shall be given by employer or employee, provided that an employer may dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages will be paid up to the time of dismissal only.

(9) RATIONING OF EMPLOYEES.—Where an employer desires to ration his employees he shall give at least three days notice to each employee of his intention to ration such employee.

(10) SICK LEAVE.—Lift attendants necessarily absent on account of sickness shall be allowed six days' sick leave each year on full pay, providing satisfactory evidence is produced to the management or employer within 24 hours of the usual hour for commencing work.

(11) ANNUAL HOLIDAY.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted twelve consecutive working days' holiday on full pay in each year. Also any employee after taking annual holidays shall thereafter, if his employment terminates after six months, be entitled to be paid pro rata at the rate of one day's pay for each month worked providing that he is not discharged for misconduct or breach of duty.

(12) UNIFORMS.—Where an employee is required by the employer to wear a uniform, such uniform shall be supplied by the employer.

(13) MEAL HOUR.—Each employee (other than one employed in a hotel, club, coffee palace, restaurant, or hospital) shall be allowed one hour between 11.45 a.m. and 2.15 p.m. for a meal on all days except Saturday.

(14) TEA MONEY.—Any employee (other than one employed in a hotel, club, coffee palace, restaurant or hospital) who commences duty at or prior to 9 a.m. and is required to work on any day after 6 p.m. for a period of two hours or more shall be allowed an interval of three-quarters of an hour for tea and shall also be paid 1s. 6d. tea money, or a meal of equivalent value shall be provided.

(15) PAYMENT FOR HOLIDAYS.—All employees (other than those employed in hotels, clubs, coffee palaces, restaurants, and hospitals) not being paid casual rates shall be entitled to the following holidays without deduction of pay:—New Year's Day, 28th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder), Christmas Day, and Boxing Day.

(16) PAYMENT OF WAGES.—All payments of wages shall be made not later than the hour of ceasing work on Thursday of each week.

(17) SEATING FOR ATTENDANT.—A suitable seat shall be provided in each passenger lift for the use of the attendant.

(18) RADIATORS.—Radiators shall be installed in all passenger lifts.

(19) RIGHT OF ENTRY OF UNION OFFICIAL.—A duly accredited representative of the Federated Lift Attendants' Union shall have the right to enter the establishment of any employer, to which this Determination applies on one day per calendar month for a time not exceeding ten minutes, providing that such official is not interfering with the employee's work or offensive in his methods.

(20) ATTENDANCE BOOK.—A book in which the employee shall enter his times of attendance is to be kept by the employee.

(21) WAGES RECEIPT.—Employees shall sign a receipt for all wages received.

R. J. EDWARDS, Chairman.

J. B. DEWAN, Secretary.

Melbourne, 13th February, 1939.



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No. 44]

FRIDAY, MARCH 3.

[1939

Factories and Shops Acts.

DETERMINATION OF THE FLOCK BOARD.

NOTES.—(a) This Determination on the 1st March, 1939, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council made hereunder; such portions of the City of Sandringham as are not included in the said Metropolitan 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 which since the 22nd November, 1937, has had the power to determine the lowest prices or rates which may be paid to any persons, employed:—

(a) in the process, trade, or business of—

- (i) making flock, mungo, felt, or wadding;
- (ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any Wages Board heretofore appointed;

(b) in connexion with any process, trade, or business set out in paragraph (a)—

- (i) as a storeman, packer, or sorter;
- (ii) in assisting a storeman, packer, or sorter;
- (iii) as an assembler, collector, or checker of goods in course of receipt or despatch—

has made the following Determination, namely:—

(1) That on the 1st March, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.			OTHER EMPLOYEES.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.			Wages per Week of 44 Hours.	
Age.	Males.	Females.	Age.	Males.	Females.		
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
Under 16 years..	18 9	16 9	Under 16 years	18 9	17 9		
16 years ..	24 0	18 9	16 years ..	24 0	20 9		
17 " ..	32 3	21 9	17 " ..	32 3	24 0		
18 " ..	35 3	26 0	18 " ..	35 3	26 0		
19 " ..	46 9	31 3	19 " ..	46 9	31 3		
20 " ..	53 0	35 3	20 " ..	53 0	35 3		
PROPORTION (IN ANY PLACE).			DEFINITION.				
<i>Apprentices.</i>			(a) Persons under 21 years of age (other than apprentices or improvers) who, if males, are engaged on any work for which the rate of wages fixed in this Determination does not exceed 79s. per week, or who, if females, are engaged on any work for which the rate of wages fixed in this Determination does not exceed 42s. 6d. per week. Proportion (in any factory or place). Not more than two juvenile workers to each adult worker.				
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							
<i>Improvers.</i>							
Two improvers to every three workers receiving not less than the minimum wage.							
						MALES.	
						<i>s. d.</i>	
						86 0	
						84 0	
						84 0	
						84 0	
						84 0	
						84 0	
						84 0	
						81 6	
						81 6	
						81 6	
						79 0	
						79 0	
						5s. a week extra	
						FEMALES.	
						51 0	
						45 0	
						42 6	
						45 0	
						42 6	
						42 6	
						5s. a week extra	

(3) **SHIFT WORK.**—(a) By mutual agreement between the employer and employees, shifts may be worked between midnight on Sunday and midnight on the following Saturday.

(b) In addition to the rates set out in Clause (2) of this Determination, adult workers employed on afternoon and/or night shift shall be paid 4s. per week. Male junior employees shall be paid 2s. per week extra if engaged on afternoon and/or night shift.

(c) Shift workers shall not be required to work in excess of 56 hours in any one week.

(4) **TIME OF BEGINNING AND ENDING WORK.**—For workers other than shift workers:—

Time of Beginning.	Time of Ending.
7 a.m.	6 p.m. on six days in the week.

(5) **OVERTIME.**—

Shift workers—

- (a) all time worked before or after the usual hours of commencing and finishing a shift in excess of 44 hours;
- (b) within the usual hours of commencing and ending a shift in excess of 44 hours;

Other workers—

- (a) all time worked before or after the times of beginning and ending work prescribed in Clause (4) herein; or
- (b) within such times of beginning and ending work in excess of 44 hours in any week—

shall be paid for at the rate of time and a half.

(6) **PROHIBITION OF EMPLOYMENT.**—No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.

(7) **REST PERIODS.**—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

(8) **TEA MONEY.**—Any employee required to work overtime for a period in excess of one hour after the time fixed in clause (4) for ending work shall be allowed 1s. tea money in addition to overtime rates as prescribed for in this Determination. Provided that this clause shall not apply where the employee was notified 24 hours previously of the intention to work overtime.

(9) **TERMS OF EMPLOYMENT.**—Employees who work less than 44 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(10) **HOLIDAYS.**—(a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least a week prior to the termination of the employment.

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(11) **SPECIAL RATES.**—Time and a half shall be the special rate for all work done on Sunday, and double time for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour 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, then the special rate shall be payable only for the day so substituted.

(12) **PIECWORK.**—That the lowest piecwork prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

Feeding a flock machine 1s. 2½d. per cwt.

Flock Board.

Piec Rates.	Males per Cwt.		Females per Cwt.	
	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.
	s. d.	s. d.	s. d.	s. d.
Wool, shoddy or mantle clips	8 3	16 6	4 9	9 6
Hosiery	28 0	58 0	15 9	31 6
Wholesale tailoring factory clips	8 3	16 6	4 9	9 6
Despoke tailors and dressmakers' clips	12 6	25 0	7 3	14 6
Shirt factory cottons	1 9	3 6	1 0	2 0
Cottons, other than shirt factory cottons	3 6	7 0	2 0	4 0
Sweepings	7 3	14 6	4 0	8 3
Rags (not including cutting and metalling)	2 0	4 0	1 0	2 3
	Ripping.		Ripping and Sorting to Grade or Quality.	
	Males.	Females.	Males.	Females.
Ripping woollens—	s. d.	s. d.	s. d.	s. d.
By machine	3 3	2 0	6 3	4 0
By hand	9 6	5 9	19 0	11 6

NOTE.—The above piecwork prices shall be calculated on the weight of material supplied to the piecworker.

(13) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates for males set out in clause (2) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices, improvers, juvenile workers, and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (14).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 3 13 0	Melbourne

(14) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in June, 1939, the amount of the basic wage shall be as prescribed in clause (13).

(b) During each future successive period beginning with the first pay period to commence in a June, a September, a December, or a March, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.				Basic Wage.		Index Number Divisions.				Basic Wage.			
				£ s. d.						£ s. d.			
735-746	3	0	0	859-870	..	..	..	3	10	0
747-759	3	1	0	871-882	..	..	..	3	11	0
760-771	3	2	0	883-895	..	..	..	3	12	0
772-783	3	3	0	896-907	..	..	..	3	13	0
784-796	3	4	0	908-919	..	..	..	3	14	0
797-808	3	5	0	920-932	..	..	..	3	15	0
809-820	3	6	0	933-944	..	..	..	3	16	0
821-833	3	7	0	945-956	..	..	..	3	17	0
834-845	3	8	0	957-969	..	..	..	3	18	0
846-858	3	9	0	970-981	..	..	..	3	19	0

R. J. EDWARDS, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 9th February, 1939.

