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GOVERNMENT GAZETTE.

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No. 7]

MONDAY, JANUARY 9.

[1939

Factories and Shops Act.

DETERMINATION OF THE HORSEHAIR BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 16th June, 1913, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of preparing horsehair, cowhair, or pighair for trade or sale," has made the following Determination, namely:—

(1) That on the 14th January, 1939, the last previous Determination of the Board shall be revoked and replaced by this Determination.

(2)

Apprentices.	Improvers and Juvenile Workers.	Other Employees.																																																												
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(3) DEFINITIONS.—A juvenile worker is a person (other than an apprentice or an improver), under 21 years of age employed assisting and working under the direction of a hand spinner irrespective as to whether such hand spinner is employed as a time wages employee or at piecework.

A hand spinner means an adult worker engaged in hand spinning and/or curling hair with the use of power.

(4) ORDINARY WEEK'S WORK.—The number of hours which shall constitute a week's work shall be as follows:—

Preparing Body Hair	44 hours per week.
Preparing any other kind of Hair	46 hours per week.

(5) OVERTIME.—Any employee who works for any time in excess of the number of hours fixed for an ordinary week's work, shall be paid for such extra time at the rate of time and a half.

(6) **TERMINATING EMPLOYMENT.**—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(7) **MEAL ALLOWANCE.**—Any employee required to work overtime beyond two hours without previous day's notice shall be allowed 2s. meal money.

(8) **PRO RATA PAYMENT.**—Any person who works less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(9) **MACHINERY TO BE STOPPED DURING MEAL HOURS.**—In any place where body hair is prepared for trade or sale, all machinery shall be stopped during meal hours.

(10) **SHIFT WORK.**—Employees working afternoon or night shifts shall be paid 5 per cent. more than ordinary rates.

(11) **SPECIAL RATES.**—All work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day, shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above holidays, the special rates shall be payable only for the day so substituted.

(12) **PIECE-WORK.**—That the lowest piece-work prices to be paid to persons for doing work of the kind specified in the following schedule shall be:—

Mixing, spinning, and curling hair with use of power	10s. 6½d. per 100 lb.	
Hand spinning and/or curling of hair with use of power	9s. 0½d. per 112 lb.	
Wet hackling and drafting horsehair 18 inches and over in length	8½d. per lb.	
" " " under 18 inches in length	1s. 6d. per lb.	
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair 18 inches and over in length—clippings not to exceed 3 per cent.	9½d. per lb.	
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	1s. 4½d. per lb.	
Wet hackling and drafting cowhair	1s. 2½d. per lb.	
Drafting cowhair (tails) (already wet hackled)	11½d. per lb.	
Pulling—taking long count	3½d. per dozen	
Wet hackling horsehair (excluding mane hair and mane hair knots)	15s. 2½d. per 100 lb.	
" " (including mane hair and mane hair knots)	18s. 9½d. "	
" " mane hair	27s. 11½d. "	
" " cowhair (tails)	19s. 10d. "	
Sorting horsehair	11d. "	extra.

Employer to supply all tools and material.

In addition to the piecework rates herein prescribed for a hand spinner the employer shall pay in full the wages of every juvenile worker who assists such hand spinner.

D. GRANT, Chairman.

J. V. WILLOX, Acting Secretary.

Melbourne, 20th December, 1938.