VICTORIA

GOVERNMENT GAZETTE.

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No. 256] MONDAY, JUNE 24. [1940

Factories and Shops Acts.

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 22nd June, 1940, the last previous Determination of the Board shall be revoked and replaced by this Determination.

(2)

Apprentices.

WAGES.

	Per Week. s.	d.
1st year	23	3
2nd "	28	6
3rd "	34	6
4th "	41	6
5th "	57	3

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 82s. per week.

Improvers and Juvenile Workers.

WAGES.

	Per Week. s.	d.
1st year	23	3
2nd "	34	6
3rd "	57	3
4th "	66	0

PROPORTION (by any employer).

One improver to every five workers receiving not less than 82s. per week.

Juvenile Workers.

One juvenile worker to every Hand Spinner.

Other Employees.

Preparing Body Hair.

WAGES.

	Per Week s.	d.
Persons engaged on hair-washing machines	86	0
Persons engaged on hair-drying machines	86	0
Persons who press washed and dried hair into bales ..	86	0
All others	82	0

Preparing any other kind of Hair.

WAGES.

	Per Week. s.	d.
Hand Spinners	99	0
Machine Spinners—		
1st year	89	0
2nd "	95	0
And thereafter	99	0
Drafters	99	0
Wet or dry hacklers ..	99	0
Teasers and tail pullers ..	86	0
All others	82	0

(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 44 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.

No. 256.—6501/40.

(6) TERMS OF ENGAGEMENT.—(*a*) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(*b*) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(*c*) Sub-clauses (*a*) and (*b*) of this clause 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.

(*d*) Casual employees shall be guaranteed not less than two hours' engagement every start.

(*e*) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(7) CASUAL WORK.—Casual work, *i.e.*, work for less than a full week, shall be paid for at the ordinary wages rates calculated *pro rata* with the addition of five per centum.

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

(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	11s. 5d. per 100 lb.
Hand spinning and/or curling of hair with use of power	9s. 9½d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	9⅝d. per lb.
" " " " under 18 inches in length	1s. 7½d. 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.	10⅝d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	1s. 6¼d. per lb.
Wet hackling and drafting cowhair	1s. 3½d. per lb.
Drafting cowhair (tails) (already wet hackled)	12⅝d. per lb.
Pulling—taking long count	4d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	16s. 5d. per 100 lb.
" " " (including mane hair and mane hair knots)	20s. 5d. "
" " mane hair	30s. 3d. "
" " cowhair (tails)	21s. 6d. "
Sorting horsehair	11⅞d. " 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, Secretary.

Melbourne, 3rd June, 1940.

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No. 257] **TUESDAY, JUNE 25.** **[1940**

Factories and Shops Acts.

DETERMINATION OF THE MEAT PRESERVERS 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 18th July, 1938, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

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

(1) Preserving meat;
(2) Preparing food products from animal fat or from edible oils;
(3) Putting up preserved meat or food products prepared from animal fat or from edible oils;

(*b*) Employed as a storeman, packer, or sorter in connexion with the trade or business of—

(1) Preserving meat;
(2) Preparing food products from animal fat or from edible oils,"

has made the following Determination, namely:—

(1) That on the 27th June, 1940, the last previous Determination shall be revoked and replaced by this Determination.

(2) WAGES.

Apprentices, Improvers, and Juvenile Workers.

	Males. s. d.	Females. s. d.
Under 16 years	27 6	25 6
16 years and under 17 years	32 3	28 6
17 ,, ,, 18 ,, ...	39 0	31 9
18 ,, ,, 19 ,, ...	46 0	36 0
19 ,, ,, 20 ,, ...	57 3	40 6
20 ,, ,, 21 ,, ...	71 0	46 0

PROPORTION OF APPRENTICES AND IMPROVERS.

MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 96s. 6d. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 51s. 9d. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 96s. 6d. per week of 44 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 51s. 9d. per week of 44 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 97s. 6d. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 51s. 9d. per week of 44 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 97s. 6d. per week of 44 hours.

One female improver to every 25 or fraction of 25 female improvers receiving not less than 51s. 9d. per week of 44 hours.

Other Employees.

MEAT PRESERVING SECTION.

	s. d.
Leading hand	102 6
Assistant preserver	102 6
Foreman packer	102 6
Females engaged— Stamping, or Branding; Labelling, keying, wiping tins, and carrying off from filling table; Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds; Preparing for, placing in, taking away from machines and placing in trays;	51 9
All others	96 6

ALL OTHER SECTIONS.

	s. d.
Mixer	104 6
Potman	104 6
Females engaged— Patting, wrapping, stamping, or branding; Labelling, wiping tins, and carrying off from filling tables; Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds; Taking away from automatic machines; Wrapping premier jus for oleo presses;	51 9
All others	97 6

Shift Workers.—Shift workers shall not commence work before 1 p.m. on any day from Monday to Friday or before 10.30 a.m. on Saturday. They shall be paid at the ordinary rate for the class of work performed for all work done up to the time of ending work fixed in clause (5). For any balance up to 8 hours 10 minutes on days Monday to Friday and 3 hours 10 minutes on Saturday time and a quarter shall be paid.

(3) Pro Rata Payment of Wages.—An employee other than a "Temporary Worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rates calculated pro rata according to the number of hours worked.

(4) Ordinary Week's Work.—The number of hours which shall constitute a week's work shall be 44 which may be worked in periods not exceeding 8 hours 10 minutes on each day from Monday to Friday and 3 hours 10 minutes on Saturday, or in periods not exceeding 8 hours 48 minutes on each day from Monday to Friday.

(5) Times of Beginning and Ending Work.—The times of beginning and ending work each day for persons other than potman or potman's assistant and shift workers shall be as follows:—

(a) In places where work is done on Saturday—

	Time of Beginning.	Time of Ending.
Mondays to Fridays	.. 7.15 a.m.	.. 5 p.m.
Saturdays	.. 7.15 a.m.	.. 11 a.m.

(b) In places where work is not done on Saturday—

	Time of Beginning.	Time of Ending.
Mondays to Fridays	.. 7.15 a.m.	.. 5.30 p.m.

(6) Overtime.—The following overtime rates shall be paid for overtime:—

(a) Potman or potman's assistant (not being a shift worker)	For work done in excess of 44 hours in any week..	Time and a half
(b) Others (not being shift workers)	(1) Outside the hours fixed in clause (5) .. .. (Except after 12 noon on Saturday, when the rate shall be double time.)	Time and a half
	(2) Within the hours fixed in clause (5) in excess of the hours fixed in clause (4)	Time and a half
(c) Shift workers	(1) For work done in excess of 8 hours 10 minutes on any day from Monday to Friday or in excess of 3 hours 10 minutes on Saturday before 2.15 p.m.	Time and a half
	(2) After 2.15 p.m. on Saturday	Double time

(7) Minimum of Overtime.—Employees called upon to work after meal time as provided in clause (8) after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(8) Meal Hours.—

(a) *Breakfast.*—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.15 a.m.

Dinner.—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.

Tea.—A period of one hour between 5 p.m. and 6 p.m. (when work is to continue after 6 p.m.) shall be allowed for tea.

(b) Employees working at night shall not work continuously for more than four hours without an interval of one hour for a meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight.

(c) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

(9) Sundays and Holidays.—

(a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Union Picnic Day and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Overtime at the rate of time and a half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.

(b) Employees called upon to work on Sundays or holidays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(c) Employees (other than temporary workers) not called to work on a holiday shall be paid for such holiday at ordinary rates provided that any portion of the working week is or has been worked by them.

(10) Smoke-oh.—A "smoke-oh" period of fifteen minutes shall be allowed employees each morning between 9.30 and 10.30 and each afternoon between 2.30 and 3.30 during ordinary working hours without deduction of pay.

(11) Temporary Workers.—Temporary workers shall be paid at the rate of time and a third but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

(12) Limitation of Penalty Rates.—Where under any provision in this Determination (other than the provision contained in clause 8 (c)), cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

(13) Definitions.—

(a) A temporary worker shall mean any person who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

(b) Juvenile worker shall mean a person under 21 years of age, other than an apprentice or an improver, who may be employed at—

Patting, wrapping, stamping, or branding;
Labelling, keying, wiping tins, and carrying off from filling table;
Filling or cleaning tins, jars, or moulds;
Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning or sterilizing tins, cartons, or bottles;
Taking away from machines;
Wrapping premier jus for oleo presses, washing margarine boxes, and assisting potman cleaning up; weighing and closing tins.

(14) Meal Allowance.—An employee required to work overtime for more than one and a quarter hours after the time of ending work in clause (5), shall be paid 1s. 6d. tea money unless notified on the previous day that his services will be needed. If having been notified accordingly he has provided himself with a meal he shall receive, in the event of the work not being done or ceasing before respective meal times, 1s. 6d. for each meal so provided.

(15) First-aid Chest.—A first-aid chest, with al necessaries for same, shall be provided.

(16) Mixed Functions.—Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.

(17) Dining and Dressing Rooms.—Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

(18) Washing Down.—For the purpose of washing down, hoses and water-taps must be provided at convenient places.

(19) Payment of Wages.—All employees to be paid weekly, and in the time of the employer.

(20) Minimum of Work.—All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and a half hours' work at least on Saturday, even if they are not required to work.

(21) Waiting Time.—When an employee has been notified to start work at a certain hour, but is not put on at such hour, time that the employee is kept waiting shall be treated as time of duty.

(22) Washing Facilities.—A proper place shall be provided for the purpose of washing clothes.

(23) The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia shall be allowed to inspect all time and wages books at the place at which the time book or other record is kept between the hours of 10 a.m. and 2 p.m. on any working day excepting pay day or on the day immediately preceding pay day.

D. BERRIMAN, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 4th June, 1940.

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No. 258] TUESDAY, JUNE 25. [1940

Factories and Shops Acts.

DETERMINATION OF THE WATCHMEN'S BOARD.

NOTE.—(*a*) This Determination on the 26th June, 1940, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; the cities of Ballarat, Bendigo and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

(*b*) Section 225 of the *Factories and Shops Act* 1928 (No. 3677) provides that "every person employed as a watchman shall be granted one holiday in every week".

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed in lieu of the Nightwatchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

(1) That on the 26th June, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.

Experience.	Wages per Week of 48 Hours.	Number (by any Employer).
	s. d.	
1st year	44 0	One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage per week of 48 hours.
2nd year	51 8	
3rd year	58 9	
And thereafter the minimum wage.		

OTHER EMPLOYEES.

Classes of Employees.	Wages per Week of 48 Hours within—	
	The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; and the City of Warrnambool.	The Cities of Ballarat and Bendigo; and the Boroughs of Eaglehawk and Sebastopol.
	s. d.	*s. d.*
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of	106 0	103 0
All others	93 6	90 6

(3) OVERTIME.—Any time worked in excess of 48 hours in any one week shall be paid for at the rate of time and a half.

(4) EMPLOYMENT FOR LESS THAN FULL WEEK.—(*a*) 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 time and a half.

(*b*) Persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 48 hours, shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

No. 258.—7640/40.

(5) SPECIAL RATES.—Time and a half shall be the special rate for all work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day (21st April), Anzac Day, King's Birthday, 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 only be payable for work done on the day so substituted.

(6) TRAVELLING TIME AND FARES.—Any watchman employed on wharves, ships, &c., away from the Melbourne wharves and Victoria Dock shall be paid for travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement, to and from the place of employment.

(7) EMPLOYEE PROVIDING OWN BICYCLE.—Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

(8) Any watchman called up for duty shall receive at least four hours' pay.

(9) PAYMENT FOR MEAL TIMES.—No deduction shall be made in an employee's time for a meal period unless he is permitted to leave his employer's premises for such meal.

(10) ANNUAL LEAVE.—Any employee who has been in the service of any employer for a period of not less than twelve months shall be granted 12 days holiday, exclusive of the holidays mentioned in clause (5), in each year on full pay and such holiday shall be given within three months after the completion of twelve months service, provided that, for the purposes of this clause, any service prior to the 20th October, 1937, shall not be taken into account.

J. K. McCASKILL, Chairman.

D. B. MORGAN, Acting Secretary.

Melbourne, 11th June, 1940.

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No. 259] **TUESDAY, JUNE 25.** **[1940**

Factories and Shops Acts.

DETERMINATION OF THE JEWELLERS BOARD.

NOTE.—This Determination on the 1st July, 1940, applied to the following parts of Victoria, viz. :—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the city of Sandringham as are not included in the said 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 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 or business of a manufacturing jeweller," has made the following Determination, namely :—

(1) That on the 1st July, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

APPRENTICES.

—	Wages per week of 44 hours. Males. s. d.	Females. s. d.
1st year—		
1st six months ..	12 6	12 6
2nd six months ..	15 0	15 0
2nd year—		
1st six months ..	20 0	20 0
2nd six months ..	22 6	22 6
3rd year—		
1st six months ..	25 0	25 0
2nd six months ..	27 6	27 6
4th year—		
1st six months ..	30 0	30 0
2nd six months ..	35 0	32 6
5th year—		
1st six months ..	40 0	37 6
2nd six months ..	47 6	42 6
6th year—		
1st six months ..	55 0	45 0
2nd six months ..	62 6	52 6

Juvenile Workers (other than Apprentices or Improvers).

WAGES PER WEEK OF 44 HOURS.

MALES.

Engaged as Process Workers as defined in Clause (8).

	s. d.
1st year—	
1st six months ..	12 6
2nd six months ..	17 6
2nd year—	
1st six months ..	23 6
2nd six months ..	26 0
3rd year—	
1st six months ..	28 0
2nd six months ..	31 0
4th year—	
1st six months ..	37 6
2nd six months ..	42 6
5th year—	
1st six months ..	52 6
2nd six months ..	62 6
6th year—	
1st six months ..	65 0
2nd six months ..	70 0

PROPORTION.

Three male juvenile workers to each four or fraction of four workers receiving not less than 92s. per week of 44 hours

Other Employees.

WAGES PER WEEK OF 44 HOURS.

MALES.

	s. d.
Jewellery setter, tool maker, engine-turner, bracelet and bangle maker, melter and refiner, boltring maker, lapper, mounter, ring maker, case maker (any part of which is composed of silver or gold), silversmith, swivel maker, diamond mounter, enameller, repairer, or chain maker	102 0
Gilder, melter, polisher, colourer, wire twister, tube drawer, pressworker, or drop-hammer worker—	
During his 1st six months' experience	82 0
During his 2nd six months' experience	92 0
Thereafter	102 0
Plate roller, or wire roller and drawer, without previous experience—	
During the 1st six months' experience	82 0
During the 2nd six months' experience	92 0
Thereafter	102 0
Process Worker—	
During his 1st six months' experience	82 0
Thereafter	92 0
All others	92 0

Apprentices or Improvers.

Improvers.

—	Wages. Per week of 44 hours. Males.	Females.
	s. d.	s. d.
1st year—		
1st six months ..	12 6	12 6
2nd six months ..	17 6	15 0
2nd year—		
1st six months ..	23 6	19 6
2nd six months ..	26 0	23 0
3rd year—		
1st six months ..	28 0	25 6
2nd six months ..	31 0	27 0
4th year—		
1st six months ..	37 6	31 0
2nd six months ..	42 6	34 6
5th year—		
1st six months ..	52 6	37 6
2nd six months ..	62 6	40 0
6th year—		
1st six months ..	65 0	45 0
2nd six months ..	70 0	50 0

Proportion (in any Place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than 92s. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 47s. 6d. per week of 44 hours.

The prescribed form of indenture as amended was approved on 23rd January, 1918, and must be used.

Improvers.

One male improver to every four male workers receiving not less than 92s. per week of 44 hours.

One female improver to every four female workers receiving not less than 47s. 6d. per week of 44 hours.

Juvenile Workers (other than Apprentices or Improvers).

Wages Per Week of 44 Hours.

Females.

(a) (1) Engaged at sandblasting, pinning-up brooches, scratch-brushing, washing-out, wiring-up for gilder, or making silver or base metal chain by machinery;

(2) Assisting in making base metal jewellery, no part of which is composed of gold or silver;

(3) Filling-in enamel work;

(4) Carding of jewellery—

	s. d.
1st year—	
1st six months ..	14 0
2nd six months ..	17 6
2nd year	22 0
3rd year	27 0
4th year	32 6
5th year	37 6

(b) Engaged in press working or operating engine-turning machine or work hereinafter defined as that of a process worker—

	s. d.
1st year—	
1st six months	14 0
2nd six months	17 6
2nd year	22 0
3rd year	27 0
4th year	32 6
5th year	37 6

Other Employees.

Wages Per Week of 44 Hours.

Females.

	s. d.
Bracelet and bangle maker, melter or refiner, boltring maker, lapper, mounter, ring maker, colourer, wire twister, tube drawer, polisher, case maker (any part of which is composed of silver or gold), silversmith, stamper, swivel maker, diamond mounter, enameller (other than any person engaged filling-in), repairer, or maker of gold chain over 5 dwt. to the foot	102 0
Maker of the following classes of chain by hand—	
Up to 5 dwt. to the foot, 18 or 15 carat (solid)	102 0
Up to 4 dwt. to the foot, 9 carat (solid)	102 0
Up to 2 dwt. to the foot (hollow) ..	102 0
Examiner, tester, and solderer of machine-made chain (solid)—	
Up to 5 dwt. to the foot, 18 carat ..	57 6
Up to 4 dwt. to the foot, 15 carat ..	57 6
Up to 3 dwt. to the foot, 9 carat ..	57 6
Pinner-up of brooches, sandblaster, scratch brusher, maker or assistant to maker or polisher of base metal jewellery, (no part of which is composed of gold or silver) or any person engaged filling-in any enamel work, washing out, wiring up for gilder, or making silver or base metal chain by machinery	47 6
Pressworker (weight of press not to exceed 3 cwt.)	51 0
Pressworker (weight of press exceeding 3 cwt.)	61 0
Process worker	51 0
Female employed carding jewellery ..	46 6
All others	92 0

(3) Time of Beginning and Ending Work—

Time of Beginning.	Time of Ending.
Saturday—	
7.30 a.m.	1 p.m.
On the other working days of the week—	
7.30 a.m.	6 p.m.

(4) Overtime.—The following rate shall be paid for all work done—

(a) Outside the hours fixed in clause (3)
(b) Within the hours fixed in clause (3) in excess of 44 hours in any week } Time and a half.

(5) Holidays.—(a) All employees shall be entitled to the following holidays without deduction of pay; the days observed as:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, and Boxing Day.

(b) Any employee who is required to work on any day mentioned in clause 5 (a) or on a Sunday shall be paid double time for such work.

(6) Terminating Employment before a Holiday.—When an employee's services are terminated within two weeks of any one of the days mentioned in clause (5) and such employee is re-engaged by the same employer within two weeks after such holiday, he or she shall be entitled to payment for such holiday.

(7) Payment for a Short Week.—Subject to the provisions of this Determination, where a week of less than 44 hours is worked, the legal rate of payment for such week shall be $^1/_{44}$ of the rate provided in clause 2 for the class of work done, multiplied by the number of hours actually worked.

(8) Definition:—A process-worker is an employee engaged at:—

(a) Repetition work on any automatic, semi-automatic, or single purpose machine, or any machine fitted with jiggs, gauges, dies or other tools rendering operations mechanical;

(b) Assembling of parts of metallic articles in which no fitting or adjustment requiring skill is required.

(9) Notice of Intention to Work Overtime.—

(a) An employer shall, as far as practicable, give 24 hours' notice of his intention to work overtime;

(b) Should an employer require his employees to work overtime in excess of one hour on any day without giving the notice mentioned in clause 9 (a), he shall pay the employees concerned the following allowances as tea money:—Adults, 1s. 6d.; other employees, 1s.

(c) Should an employer give notice as provided in clause 9 (a), and on the day when such overtime was to have been worked cancel the arrangement, he shall pay the following allowances to the employees concerned:—Adults, 1s. 6d.; other employees, 1s. This extra payment, however, need not be paid if the cancellation of the overtime order is made necessary through a machinery breakdown.

(10) All Work done to be on Employers' Premises.—It shall be a breach of this Determination if:—

(a) An employer requires an employee to take home any material for the purpose of doing any work within the scope of this Determination.

(b) An employee takes home any material for the purpose mentioned in clause 10 (a).

(11) Annual Leave.—Any employee who has been in the service of an employer for not less than twelve months shall receive leave of absence without deduction of pay on the days intervening between Boxing Day and New Year's Day.

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

J. W. RYAN, Secretary.

Melbourne, 10th June, 1940.

By Authority: T. Rider, Government Printer, Melbourne.

VICTORIA GOVERNMENT GAZETTE.

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No. 260] TUESDAY, JUNE 25. [1940

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

NOTE.—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.

2. This Determination on the 24th June, 1940, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the City of Sandringham as are not included within 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 appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of—

(*a*) any article of men's or boys' clothing (whether made to order or otherwise), mercery, or wearing apparel, including underclothing, hats, and caps;

(*b*) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing," has made the following Determination, namely:—

(1) That on the 24th June, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers. Wages per Week of 46 Hours.						
Experience.	Commencing Age. 15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Males—						
1st year—						
1st 6 months	18 6	18 6	22 0	23 0	23 0	28 6
2nd 6 months	18 6	18 6	22 0	23 0	23 0	40 6
2nd year—						
1st 6 months	23 0	23 0	28 6	37 6	37 6	49 6
2nd 6 months	23 0	23 0	28 6	37 6	43 6	54 0
3rd year—						
1st 6 months	27 0	31 0	38 0	52 6	52 6	63 0
2nd 6 months	27 0	31 0	38 0	52 6	63 0	70 6
4th year ..	35 0	41 0	52 6			
5th year ..	43 0	52 6				
6th year, and until 21 years of age ..	52 6					
Females—						
1st year—						
1st 6 months	13 0	17 0	22 0	23 0	24 0	25 6
2nd 6 months	13 0	17 0	22 0	23 0	24 0	25 6
2nd year—						
1st 6 months	18 6	22 6	25 6	27 0	27 6	28 6
2nd 6 months	18 6	22 6	25 6	27 0	27 6	34 6
3rd year—						
1st 6 months	23 6	25 6	28 6	28 6	28 6	37 6
2nd 6 months	23 6	25 6	28 6	28 6	28 6	39 6
4th year ..	25 6	28 6	34 6			
5th year ..	28 6	34 6				
6th year, and until 21 years of age ..	34 6					

Other Employees. Wages per Week of 46 Hours.	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
—	s. d.	s. d.
Males.		
Manager (other than departmental manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop	120 0	120 0
Departmental manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	112 0	112 0
Person in charge of an order tailoring establishment	120 0	120 0

Apprentices or Improvers	Other Employees. Wages per Week of 46 Hours. —	Within the Metropolitan District. s. d.	Outside the Metropolitan District wherever this Determination applies. s. d.
PROPORTION (in any Shop or Place).	*Males.*		
APPRENTICES.	Pattern-men, assemblers, or salesmen—		
	21 years of age	79 0	69 6
	22 years of age	89 0	80 6
	23 years of age or over	106 0	101 0
Males.	Canvassers, who are in any way connected with the sale of goods	109 0	109 0
One male apprentice to every three or fraction of three male workers receiving not less than 69s. 6d. per week of 46 hours.	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods	109 0	109 0
Females.	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	98 0	98 0
One female apprentice to every three or fraction of three female workers receiving not less than 39s. 6d. per week of 46 hours.	Packers or storemen	93 6	93 6
	Porters	93 6	93 6
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	All others	106 0	101 0
	Females.		
IMPROVERS.	Manageress (other than departmental manageress), i.e., a person entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, or men's clothing, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	120 0	120 0
Males. One male improver to every male person receiving not less than 69s. 6d. per week of 46 hours.	Departmental manageress— (*a*) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing departments, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	112 0	112 0
Females. Two female improvers to one female person .. / Four female improvers to two female persons and thereafter— / One female improver to each additional female person — receiving not less than 39s. 6d. per week of 46 hours.	(*b*) In control of three or more saleswomen 23 years of age or over in any other department, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	64 0	62 0
Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.	Saleswomen selling goods usually sold in dress, Manchester, drapery, furnishing, prints, silk, or men's clothing departments—		
	21 years of age	79 0	70 0
	22 years of age	89 0	80 6
	23 years of age or over	106 0	101 0
	Other saleswomen or pattern women, or assemblers—		
	21 years of age	43 0	39 6
	22 years of age	49 0	44 0
	23 years of age or over	54 6	50 6
	Packers	93 6	93 6
	Canvassers who are in any way connected with the sale of goods	54 6	54 6
	Porters	93 6	93 6
	All others	54 6	50 6

(3) TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the usual half-holiday	9 a.m.	12.45 p.m.
On the usual late trading night, or the night previous to a Public Holiday	9 a.m.	9 p.m.
On all the other working days of the week	9 a.m.	6 p.m.

(4) OVERTIME.*

The following rates shall be paid for all work done:—

(*a*) By persons (including apprentices and improvers) employed as salesmen or saleswomen—

(1) Before 9 a.m. .. .. Five times the ordinary rate.

(2) Outside the times of ending work .. .. .. Double time.

(*b*) By all other persons—Outside the times of beginning and ending work. Double time.

* NOTE.—Section 117 (2) Act 3677 provides that:—Any person may, if notice in writing has previously been sent to the chief inspector, be employed in any shop or at any work in connexion with a shop for any time not exceeding three hours in any one day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connexion with a shop any such person is so employed shall not exceed twenty-five.

Section 105, however, makes it an offence for an employer to detain an employee later than half an hour on a half-holiday.

(5) MEAL MONEY.

Any employee required to work after the usual finishing hour of work or before the usual commencing hour of work beyond one hour shall be paid not less than 1s. 6d. meal money in addition to the overtime rates as prescribed for in this Determination.

(6) TIME RATE.

Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 23 hours be paid—

(a) In any week in which two or more Public Holidays occur .. At the ordinary wages rate with an addition of fifty 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 23 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that no person shall be employed for less than four consecutive hours on any one working day between the hours of 9 a.m. and 6 p.m. on Monday to Thursday and between the hours of 9 a.m. and 9 p.m. on Friday or for less than 3¾ hours on Saturday.

(7) MEAL INTERVALS.

All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals viz.:—

From Monday to Friday, one hour for lunch between noon and 3 p.m., and in addition, on Friday, three-quarters of an hour for tea between the hours of 5 p.m. and 7.15 p.m.

(8) REST PERIOD.

All employees shall be allowed two rest intervals on each day as follows:—(a) The first of ten minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

(9) TERMINATION OF EMPLOYMENT.

Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(10) NOTICE OF INTENTION TO RATION.

Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

(11) ANNUAL HOLIDAYS.

Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted holidays on full pay for a period of ten consecutive working days in each year (exclusive of the holidays specified in clause (13)), and such holidays shall be given within three months of completion of each twelve months' service. Should an employee's services be terminated before the expiration of twelve months' service he shall be entitled to *pro rata* holidays on full pay; but should an employee be dismissed at any time for misconduct before the expiration of any period of twelve months of such employment, he shall not be entitled to any annual leave or any *pro rata* payment in lieu thereof. Fourteen days' notice shall be given by the employer to the employee before the latter commences his annual holidays aforesaid.

(12) SICK PAY.

Any employee not attending for duty who has had not less than 12 months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 25th October.

(13) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—

Sunday .. .. Double time.

New Years Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, or after 12.30 p.m. on Show Day in localities mentioned in the Twelfth Schedule to the *Public Service Act* 1928 within the area to which this Determination applies .. .. Time and a half.

Easter Saturday—

(a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne .. .. Five times the ordinary rate.

(b) In all other places where this Determination applies .. .. Double time.

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.

(14) BICYCLE ALLOWANCE.

Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 1s. 6d. per week in addition to the ordinary wage shall be paid to such employee.

(15) REFERENCE.

An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(16) TIME AND WAGES RECORDS.

An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee.

J. W. CLARKE, Chairman.

L. M. BRADY, Secretary.

Melbourne, 5th June, 1940.

By Authority: T. RIDER, Government Printer, Melbourne.