



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE ICE 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 7th September, 1926, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of ice for trade or sale" has made the following Determination, namely:—

(1) That on the 20th September, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

	Wages per Week of 44 Hours.			Wages per Week of 44 Hours.
	<i>s. d.</i>			<i>s. d.</i>
(2) Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.		Other Employees.		
16 years of age	41 3	Ice Pullers	}	107 5
17 " "	45 0	Ice Stackers		
18 " "	53 9	Ice Packers		
19 " "	60 9			

PROPORTION (in any factory or place).
One juvenile worker to every three or fraction of three workers employed and receiving not less than 107s. 5d. per week of 44 hours.

(3) PROHIBITION OF EMPLOYMENT.—The Board has determined that no person shall be employed as an apprentice or an improver.

(4) HOURS OF WORK:—

(a) Where shifts are worked the times of beginning and ending shall be as follows:—

	Time of Beginning.	Time of Ending.	
Day Shift—			
Monday to Friday in- clusive	7 a.m. ..	3 p.m. ..	} or
Saturday	7 a.m. ..	11 a.m. ..	
Afternoon Shift—			
Monday to Friday in- clusive	3 p.m. ..	11 p.m. ..	} or
Saturday	3 p.m. ..	7 p.m. ..	
Night Shift—			
Sunday to Monday	11 p.m. ..	7 a.m. ..	} or
Monday to Tuesday	11 p.m. ..	7 a.m. ..	
Tuesday to Wednesday	11 p.m. ..	7 a.m. ..	
Wednesday to Thursday	11 p.m. ..	7 a.m. ..	
Thursday to Friday	11 p.m. ..	7 a.m. ..	
Friday to Saturday	11 p.m. ..	3 a.m. ..	

Alternatively during the period 16th October to 15th April.

	Time of Beginning.	Time of Ending.	
Monday, Tuesday, Thursday, Friday, Saturday			
Monday, Tuesday, Thursday, Friday, Saturday	7 a.m. ..	3 p.m. ..	} or
Wednesday	7 a.m. ..	11 a.m. ..	
Monday, Tuesday, Thursday, Friday, Saturday			
Monday, Tuesday, Thursday, Friday, Saturday	3 p.m. ..	11 p.m. ..	} or
Wednesday	3 p.m. ..	7 p.m. ..	
Sunday to Monday			
Sunday to Monday	11 p.m. ..	7 a.m. ..	} or
Monday to Tuesday	11 p.m. ..	7 a.m. ..	
Tuesday to Wednesday	11 p.m. ..	3 a.m. ..	
Wednesday to Thursday	11 p.m. ..	7 a.m. ..	
Thursday to Friday	11 p.m. ..	7 a.m. ..	
Friday to Saturday	11 p.m. ..	7 a.m. ..	

(b) Where shifts are not worked the number of hours to be worked on any one day shall be as follows:—

Monday, Tuesday, Wednesday, Thursday, Friday	8 hours	} or
Saturday	4 hours	

Monday, Tuesday, Thursday, Friday, Saturday	8 hours	} or
Wednesday	4 hours	

The higher rate to be paid for each hour or fraction of an hour worked by any employee—

(a) before or after his shift

or (b) in excess of the number of hours fixed for a day's work, } shall be time and a half.

(5) **SHIFT WORK.**—Employees engaged on afternoon or night shift shall in addition to the rates fixed in Clause 2, be paid 6d. per shift and 1s. per shift respectively.

(6) **SPECIAL RATES.**—Time and three-quarters shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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.

(7) **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 22 hours be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum, and for each hour worked beyond the hours aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(8) **PAYMENT OF WAGES.**—Payment of wages shall be made weekly during working hours.

(9) **SMOKO INTERVAL.**—Any person who is employed continuously in an artificially cooled ice storage chamber for two hours or more shall be allowed fifteen minutes interval for smoko between meals without deduction of pay.

(10) **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 four weeks or more.

(11) **TIME BOOK AND WAGE RECORD.**—Every employee shall indelibly record daily his correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer. In addition to such time record every employee shall be required to sign each week a wage book or other record showing the total amount received as wages for such week.

(12) **UNION INSPECTION.**—The secretary, assistant secretary, or organizer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, duly authorised in writing either generally or specially under the seal of the said Union, shall have access to the records of times recorded by employees and wages paid, provided that such inspection is made between the hours of 9 a.m. and 4.30 p.m. on a working day. Such authority shall be produced to the employer on demand.

RAY H. BEERS, P.M., Chairman.

GEO. E. PARR, Secretary.

Melbourne, 5th September, 1940.