



# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, SEPTEMBER 23.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

NOTE.—This Determination on the 23rd September, 1940, applied to the whole of the State.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (not including professional employees and not including nurses subject to the Hospital Nurses Board) employed in or about—

- (a) a hospital or benevolent asylum doing any kind of work connected with the carrying on of a hospital or benevolent asylum;
- (b) a sanatorium for the treatment of persons suffering from any form of tuberculosis;
- (c) a hospital or home for the treatment of the mentally afflicted doing any kind of work connected with the carrying on of such a hospital or home;

has made the following Determination, namely:—

(1) That on the 23rd September, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 48 HOURS WITHOUT BOARD AND LODGING.\*

	Employed at Clerical Work.		All Other Classes of Work		
	Males.	Females.	Males.	Females.	
				Employed in the Metropolitan District; Cities of Ballarat, Bendigo or Geelong; Town of Mildura; or Mooroopna Riding of Shire of Rodney.	Employed in any other part of Victoria.
	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	22 0	21 0	39 6	43 9	42 9
16 years of age	27 0	26 0	44 6		
17 "	32 0	31 0	51 0		
18 "	37 0	36 0	53 6		
19 "	52 0	43 0	61 6		
20 "	72 0	51 0	74 0		

PROPORTION (IN ANY PLACE).

APPRENTICES.	IMPROVERS.
<p style="text-align: center;">MALES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 94s. 6d. per week of 48 hours.</p> <p style="text-align: center;">FEMALES.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 50s. 6d. per week of 48 hours.</p>	<p style="text-align: center;">MALES.</p> <p>One male improver to every ten or fraction of ten male workers receiving not less than 94s. 6d. per week of 48 hours.</p> <p style="text-align: center;">FEMALES.</p> <p>One female improver to every eight or fraction of eight female workers receiving not less than 50s. 6d. per week of 48 hours.</p>

\* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 16s. per week less, and in the case of an adult female employee or an apprentice or improver 15s. per week less than the rate fixed without board and lodging.



(7) **SICK LEAVE.**—Any employee who furnishes to the Board of Management of the institution or the proprietor of the hospital where he or she is employed satisfactory evidence that he or she is unable to perform his or her duties on account of illness contracted in the discharge of such duties shall, while incapacitated, be entitled to sick leave on full pay for a period not exceeding four weeks.

(8) **A FULL WEEK'S WAGES TO BE PAID.**—Any employee (other than a casual worker) willing to work who is employed by a public institution and who works for less than the full working week, viz., 44 hours in the case of seamstresses and 48 hours in all other cases, shall be entitled to the payment of a full week's wage.

(9) **DRESSING ROOMS, ETC.**—Dressing rooms, and lunch rooms, shall be provided for non-resident employees and suitable healthy accommodation for resident employees.

(10) **UNIFORMS, ETC.**—Uniforms, overalls, caps, and aprons, shall be provided and laundered free of cost for employees required to wear same.

(11) **RUBBER GLOVES, ETC.**—Rubber gloves and all necessary safety appliances shall be provided free of cost for the use of employees and an adequate supply of same shall be maintained.

(12) **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, and any employee failing to give such notice shall be liable to forfeit one week's pay in lieu thereof.

(13) **UNION INTERVIEWS.**—During working hours employees of any Public Institution subject to this Determination may, with the consent of the Secretary or Superintendent of such institution (which consent shall not be unreasonably withheld) be interviewed by the Secretary of the Hospital, Dispensary, and Asylum Employees and Allied Government Officers' Federation of Australia, No. 1 Victorian Branch, or have their union contributions collected by the steward of the said organization.

(14) **DEFINITION.**—For the purpose of this Determination "experience" referred to in Clause 2 means experience at such work in any hospital or institution subject to this Determination.

D. BERRIMAN, Chairman.

L. M. BRADY, Secretary.

Melbourne, 6th September, 1940.

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