



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 351]

MONDAY, SEPTEMBER 23.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE BAG MAKERS 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 portions of the city of Sandringham as are not included within 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 which since the 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, 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.

(2)

Improvers.	Juvenile Workers.	Other Employees.																																																																												
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NOTE.—The Board determines that no person shall be employed as an apprentice.

(3) TIME OF BEGINNING AND ENDING WORK.—

Time of beginning—	Time of ending—
7.30 a.m. .. .. .	12.30 p.m. on the day on which the half-holiday is observed locally.
7.30 a.m. .. .. .	6 p.m. on the other five working days of the week.

(4) OVERTIME.—For all work done—

- (a) Outside the hours fixed as the times of beginning and ending work,
- (b) Within the hours so fixed in excess of nine hours on Monday, Tuesday, Wednesday, Thursday, Friday, and four hours on Saturday,
- (c) Within the hours so fixed in excess of the number of hours fixed for a week's work, excluding that provided for under (b),

a time-worker shall be paid at the rate of time and a half and a piece-worker at the rate of rate and a half.

(5) TIME WAGES.—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—

- (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 22 hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(6) SUNDAYS AND PUBLIC HOLIDAYS.—That double time shall be paid for all work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour 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) HOLIDAYS.—(a) All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, and Boxing Day.

(b) PIECE-WORKERS.—All piece-workers shall be entitled to the same holidays as are granted to time-workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

(8) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months, shall be granted as holidays with pay the working days between the Christmas holidays and New Year's Day. Notwithstanding anything contained in this clause, an employer may require his employees to continue work on the working days between the Christmas holidays and New Year's Day, in which case he shall grant within four months thereafter to every employee so entitled a continuous holiday equivalent to the working days between the Christmas holidays and New Year's Day, provided that for the purposes of this Clause, any service prior to the 1st December, 1939, shall not be taken into account.

(9) SICK LEAVE.—No deduction shall be made from the wages of any employee who has had not less than twelve months service with the same employer and who is unavoidably absent through illness for not more than four days in any year commencing on the 1st October annually, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further that pieceworkers shall be paid at the same rate as time workers for any such day or days that they are unavoidably absent on account of illness.

(10) REST PERIOD FOR FEMALES.—A rest period of ten minutes, between 9.30 a.m. and 10.30 a.m. each day shall be given to all female employees, without deduction of pay.

(11) PIECE-WORK.—The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine) .. .. .	2d. each.	} With 5 per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine) .. .. .	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine) .. .. .	5½d. ..	
Machine repairing ordinary bags (employer to provide twine) .. .. .	4½d. ..	
Machine repairing mill or coal bags (employer to provide twine) .. .. .	11d. ..	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine) .. .. .	11d. ..	
Machine repairers on piece-work shall also be paid 1s. per hour for any time occupied in cleaning machines or cutting patches.		
Hand repairing ordinary bags (employee to provide twine) .. .. .	10d. per dozen.	
Hand repairing mill, coal, lime, or hide bags (employee to provide twine) .. .. .	1s. 6d. ..	
Hand repairing wool packs (employee to provide twine) .. .. .	4½d. each.	

(12) PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.—The Board determines that any employer may fix and pay piece-work rates to any person employed at repairing by machine (employer to provide twine) or by hand (employee to provide twine) bags other than those for which the Board has fixed a piece-work rate, provided that such piece-worker shall be paid in any week, at least the amount payable to a time-worker performing the same class of work for the same number of hours as such piece-worker.

(13) WAITING TIME.—All piece-workers kept waiting for work, or any materials, or for repair of machines shall be paid the hourly rate of the corresponding time-worker for such waiting time.

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

H. N. JONES, Secretary.

Melbourne, 5th September, 1940.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 352]

TUESDAY, SEPTEMBER 24.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE CHAFF-CUTTERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 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 chaff-cutting, corn-crushing, or compressing fodder; or in the trade of corn cleaning or corn grading;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the trade or business of chaff-cutting corn-crushing, or compressing fodder;
- (c) employed in the process, trade, or business of threshing when such process, trade, or business is carried on in a stationary mill,

has made the following Determination, namely:—

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

(2)

Apprentices or Improvers.		Other Employees.	
Wages per week of 44 hours.		Wages per week of 44 hours.	
<i>Apprentices.</i>		(i) CHAFF-CUTTING, CORN-CRUSHING, OR COMPRESSING FODDER.	
	<i>s. d.</i>	(ii) Threshing.	
1st year .. .. .	35 8	<i>s. d.</i>	
2nd " .. .. .	38 11	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 98 0	
3rd " .. .. .	48 8	Drivers of Motor trucks—	
4th " .. .. .	55 1	(a) having a carrying capacity under two tons .. 96 0	
5th " .. .. .	64 10	(b) having a carrying capacity 2 tons or over .. 101 0	
<i>Improvers.</i>		Carter driving one horse .. .. . 94 0	
Under 17 years of age .. .. .	35 8	" " two horses .. .. . 98 6	
17 years of age .. .. .	38 11	And 2s. extra per week for every additional horse	
18 " .. .. .	48 8	Chaffcutter feeders—	
19 " .. .. .	55 1	(a) in stationary mills .. .. . 95 6	
20 " .. .. .	64 10	(b) on travelling plants .. .. . 101 6	
PROPORTION (IN ANY PLACE).		Stablemen .. .. . 86 0	
<i>Apprentices.</i>		All others—	
One apprentice to every three or fraction of three workers receiving not less than 86s. per week of 44 hours.		(a) in stationary mills .. .. . 93 0	
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.		(b) on travelling plants .. .. . 99 0	
<i>Improvers.</i>		CORN-CLEANING OR CORN-GRADING.	
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 93s. per week of 44 hours.		Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 98 0	
		All others .. .. . 93 0	

(3) TIME OF BEGINNING AND ENDING WORK—

	Time of Beginning.	Time of Ending.		
		Five Days in the Week.		The Day the Half-holiday is Usually Observed.
		Within the Metropolitan District.	Outside the Metropolitan District.	
Employees on a travelling chaffcutter or a travelling straw or fodder press .. .. .	7.30 a.m.	5.30 p.m.	5.30 p.m.	12 noon
Carters .. .. .	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon
All other employees .. .. .	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon

(4) STANDING OFF TIME.—Any employee who on any day between the times of beginning and ending work as set out in this Determination works beyond the ordinary daily hours usually worked in his employer's establishment shall not, in order that his weekly hours may be adjusted so as not to exceed 44, be stood off for any time by his employer on any day other than the day usually observed as the half holiday.

(5) OVERTIME—The following rates shall be paid for overtime—

	Persons Compressing Fodder.	Persons on Other Work.
Outside the time of beginning and ending work—		
Between 12 noon and midnight on the day on which the half holiday is usually observed	Time and a quarter	Time and a half
Between 5.30 p.m. and midnight on the other working days .. .. .	" "	Time and a quarter
Between midnight and 7.45 a.m. on any day .. .. .	" "	" "
Within the time of beginning and ending work in excess of the hours fixed as a week's work	" "	" "

(6) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, and time and a half shall be the rate for all work done on New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, 21st April, (Labour Day), King's Birthday, Christmas Day, and Boxing Day, Fuel and Fodder Picnic Day (only within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and the Shires of Corio, Keilor, Kyneton, Melton and Werribee), and Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic 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) PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the following holidays without any deduction in pay; New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day and Boxing Day; Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and the Shires of Corio, Keilor, Kyneton, Melton and Werribee), and Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic Day).

(8) TIME WAGES.—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 one-half the number of hours fixed, be paid at the ordinary wages rate with an addition of thirty-three and a third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(9) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or worker.

(10) SICK LEAVE.—No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than four days in any year, commencing on 27th September annually, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that the same is not the result of his own misconduct.

(11) PIECE-WORK.—The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a)	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON.	PER TON.	PER TON.	PER TON.	PER TON.
	s. d.	s. d.	s. d.	s. d.	s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches .. .. .	2 5½	1 10½	1 4½	1 2½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches .. .. .	3 5½	2 7½	2 2½	1 8½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under .. .. .	2 9½	2 2½	..	..	2 2½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under .. .. .	3 5½	2 7½	..	..	2 2½

(b) Baling sheaf hay, meadow hay and lucerne hay by any power driven press .. .. . 1 5½ per ton  
 Baling straw by any power driven press { (i) Where up to and including four persons are employed .. 1 10½ per ton  
 (ii) Where more than four persons are employed .. 1 5½ per ton

H. J. RICHARDSON, J.P., Chairman.  
 L. SHEEHAN, Secretary.

Melbourne, 6th September, 1940.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

**No. 353]**

**TUESDAY, SEPTEMBER 24.**

**[1940**

Factories and Shops Acts.

## DETERMINATION OF THE BRICK TRADE BOARD.

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

(b) On 21st February, 1911, the powers of the Brick Trade Board were extended so that it might fix "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 sand, lime, or cement brickmaking."

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 brickmaking (including clay-digging)" has made the following Determination, namely:—

(1) That on the 25th September, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.*	Improvers.	Other Employees.	Per Hour.	Wages per week of 44 hours.
WAGES.	WAGES.	FIREBRICKS AND TEXTURE BRICKS.	s. d.	s. d.
Per week of 44 hours.	Per week of 44 hours.			
s. d.	s. d.			
1st year's experience .. 19 9	14 years of age .. 28 2	Burners .. .. .	2 17/11	94 0
2nd " " .. 25 11	15 " " .. 29 2	Crusher attendants who also haul ..	2 0 <sup>9</sup> / <sub>22</sub>	90 6
3rd " " .. 30 8	16 " " .. 30 10	Crusher attendants who do not haul ..	2 0	88 0
	17 " " .. 34 10	Wet or Dry pan attendants who do not haul ..	2 0 <sup>9</sup> / <sub>11</sub>	91 0
	18 " " .. 42 3	Machine drivers, wire cut attendant, column man, or off bearers from wire cut machine ..	2 0 <sup>6</sup> / <sub>11</sub>	90 6
	19 " " .. 55 7	Hand moulders .. .. .	2 2 <sup>9</sup> / <sub>11</sub>	97 0
	20 " " .. 58 3	Drawers .. .. .	2 1 <sup>1</sup> / <sub>2</sub>	93 6
		Setters .. .. .	2 2 <sup>5</sup> / <sub>11</sub>	97 0
		Facemen working in a clayhole 25 feet or less in depth where explosives are not used ..	2 2 <sup>8</sup> / <sub>11</sub>	98 0
PROPORTION (in any factory or place).	Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 59s. 10d. per week of 44 hours.	All other facemen .. .. .	2 3 <sup>5</sup> / <sub>11</sub>	100 0
One apprentice to every three or fraction of three workers, receiving not less than 84s. per week of 44 hours.	PROPORTION (in any factory or place).	Wheelers of green or burnt bricks ..	2 0 <sup>15</sup> / <sub>22</sub>	90 6
An indenture of apprenticeship prescribed by the Board was approved on 6.9.1924.	One improver to every eight or fraction of eight employees receiving not less than 84s. per week of 44 hours.	Clayhole men (employer to provide tools) ..	2 2 <sup>8</sup> / <sub>11</sub>	98 0
		Pressers .. .. .	2 0 <sup>9</sup> / <sub>22</sub>	89 6
		Loftmen .. .. .	2 0 <sup>7</sup> / <sub>11</sub>	89 0
		Yardmen .. .. .	2 0	88 0
		All others .. .. .	1 10 <sup>10</sup> / <sub>11</sub>	84 0
		<b>OTHER BRICKS.</b>		
		Burners .. .. .	2 17/11	94 0
		Machine drivers or machine riggers ..	2 1 <sup>4</sup> / <sub>11</sub>	93 0
		Wet or dry pan attendants who do not haul ..	2 0 <sup>9</sup> / <sub>11</sub>	91 0
		Crusher attendants who do not haul ..	1 11 <sup>21</sup> / <sub>22</sub>	89 6
		Crusher and wet or dry pan attendants who also haul ..	2 1 <sup>10</sup> / <sub>11</sub>	95 0
		Drawers and Setters of fancy bricks (other than those employed in Hoffman kilns) ..	2 2 <sup>2</sup> / <sub>11</sub>	96 0
		Other Drawers .. .. .	2 2 <sup>15</sup> / <sub>22</sub>	98 6
		Other Setters .. .. .	2 2 <sup>18</sup> / <sub>22</sub>	98 6
		Facemen working in a clayhole 25 feet or less in depth ..	2 3	99 0
		All other facemen .. .. .	2 4 <sup>4</sup> / <sub>11</sub>	104 0
		Clayhole men (employer to provide tools) ..	2 2 <sup>8</sup> / <sub>11</sub>	98 0
		Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers, or silomen ..	2 1 <sup>1</sup> / <sub>2</sub>	93 6
		Off-bearers from wire cut machines ..	2 0 <sup>15</sup> / <sub>22</sub>	90 6
		Truckers .. .. .	2 0 <sup>15</sup> / <sub>22</sub>	90 6
		Adults taking off brick machines ..	2 0 <sup>15</sup> / <sub>22</sub>	90 6
		Dampermen or kiln cleaners ..	2 1 <sup>1</sup> / <sub>11</sub>	92 0
		Loftmen .. .. .	2 0 <sup>9</sup> / <sub>11</sub>	89 0
		Yardmen .. .. .	2 0	88 0
		All others .. .. .	1 10 <sup>10</sup> / <sub>11</sub>	84 0

\* The Board has determined that on and after 21st September, 1938, no person shall be taken as an apprentice.

(3) TIME OF BEGINNING AND ENDING WORK.—For any persons except burners, machine drivers, machine riggers, and pan or crusher attendants—

Time of Beginning.	Time of Ending.
7 a.m. .. ..	12 noon on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m. .. ..	5.30 p.m. on each of the other five working days of the week.

(4) OVERTIME.—(a) Any employee who works for any time in excess of the maximum number of hours per week fixed by this Determination shall be paid for such extra time at the rate of time and a half.

(b) Any employee (other than a burner, machine driver, machine rigger, or pan or crusher attendant) who works outside the hours fixed in clause 3 shall be paid for such time at the rate of time and a half.

(c) All work done by machine drivers, machine riggers, and pan or crusher attendants either before or after the ordinary starting and finishing time of the factory shall be paid for at the rate of time and a half irrespective of the number of hours worked.

(5) SUNDAYS AND HOLIDAYS.—Time and a half shall be the special rate for all work done on Sundays, and double time for all work done on New Year's Day, Australia Day (26th January), Labour Day (21st April), 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.

(6) PAYMENT FOR HOLIDAYS.—All employees shall be granted the holidays mentioned in clause 5 without deduction of pay.

(7) PAYMENT OF WAGES.—All wages due shall be paid not later than Friday in each week, except where otherwise mutually agreed between employer and employee.

(8) TERMINATION OF EMPLOYMENT.—Except when the conduct of an employee justifies instant dismissal or the conduct of the employer justifies an employee ceasing work without giving notice, seven days' notice of termination of employment shall be given by either employee or employer, and any employee or employer failing to give such notice shall be liable to forfeit or pay respectively one week's pay in lieu thereof.

This clause shall not apply to any employee who is employed for less than three months.

(9) MORNING TEA INTERVAL.—A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, such interval shall be arranged by the employer so as to avoid the necessity for a stoppage of operations in the establishment.

(10) ASSISTANCE FOR TRUCKERS.—Truckers wheeling 75 yards or over shall be supplied with assistance.

PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

(11) The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards .. .. .	2 6½	2 9½	2 4½	2 8½
26 to 36 yards .. .. .	2 10½	3 2½	2 9½	3 0½
36 to 46 yards .. .. .	3 0½	3 4	2 11½	3 2½
Over 46 yards .. .. .	3 7½	3 10½	3 6	3 9½

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards .. .. .	3 8½	3 11½	3 11½	4 2½
26 to 36 yards .. .. .	4 0½	4 3½	4 4	4 6½
36 to 46 yards .. .. .	4 3	4 5½	4 6½	4 9
Over 46 yards .. .. .	4 9½	5 0½	5 0½	5 3½

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets .. .. . 2s. 4½d. per 1,000 bricks

	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and offbearing to grass hacks .. .. .	14 8
" " " " in sheds .. .. .	12 9
" " " " from bowling stool and placing on grass hacks (where material is placed on the table) .. .. .	10 5
" " " " from bowling stool in sheds (where material is placed on the table) .. .. .	9 6
" " " " fancy bricks and offbearing to hacks or in sheds .. .. .	14 8
" " " " from bowling stool .. .. .	13 3
Setting .. .. .	2 5½
Picking blues .. .. .	20 0

PIECE-WORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

(12) The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piece-work prices to any person employed in fire-brick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

D. BERRIMAN, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 10th September, 1940.



# VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, SEPTEMBER 24.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE DISPENSARIES BOARD.

NOTE.—This Determination on the 30th September, 1940, applied to the whole of the State of Victoria.

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 dispensing, compounding, or selling medicines, drugs, or medicinal preparations in a Friendly Society's or Hospital Dispensary has made the following Determination, namely:—

(1) That on the 30th September, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.			
WAGES.			Per week of 46 hours.	WAGES.			Per week of 46 hours.
			<i>s.</i> <i>d.</i>				<i>s.</i> <i>d.</i>
1st six months' experience	..	..	..	12	0	Head Dispenser or Dispenser in Charge	.. .. 150 6
2nd "	"	"	"	18	6	Assistants	.. .. 119 0
3rd "	"	"	"	24	9		
4th "	"	"	"	30	9		
5th "	"	"	"	37	3		
6th "	"	"	"	43	6		
7th "	"	"	"	49	9		
8th "	"	"	"	61	0		

PROPORTION (IN ANY PLACE).

*Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than 119s. per week.

*Improvers.*

One improver to every ten or fraction of ten workers receiving not less than 119s. per week.

(3) WEEKLY WAGE.—Employees (other than casual employees) shall be paid the full weekly wage fixed in this Determination irrespective of the number of hours worked not exceeding 46 per week.

(4) TIMES OF BEGINNING AND ENDING WORK:—

Times of Beginning.	Times of Ending.	
9 a.m. ..	6 p.m. ..	on Monday, Tuesday, Wednesday, and Thursday.
9 a.m. ..	9 p.m. ..	on Friday.
9 a.m. ..	1 p.m. ..	on Saturday.

(5) OVERTIME.—The following rates shall be paid for all work done:—

Outside the times of beginning and ending work	.. .. .	} Time and a half.
Within the times of beginning and ending work, in excess of 46 hours in any week	.. .. .	

(6) CASUAL LABOUR.—Casual employees (i.e., persons employed for not more than 28 hours in any one week) shall be paid at the rate of time and a half.

(7) **SPECIAL RATES.**—Time and a half shall be the special rate for all work done on Sundays, New Year's Day, Australia Day (26th January), Labour Day, Good Friday, Easter Monday, Anzac 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.

(8) **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 two weeks' holiday on full pay in each year (exclusive of the holidays specified in clause 7). Should an employee's services be terminated before the expiration of twelve months' service or before the completion of any subsequent year of service, he shall be entitled to *pro rata* holidays on full pay except when he has been dismissed for malingering, neglect of duty or misconduct.

(9) **SICK LEAVE.**—Any employee who furnishes to his employer satisfactory evidence that he is unable to perform his duties on account of personal illness shall, while incapacitated, be entitled to sick leave on full pay for a period not exceeding seven working days in any one year.

(10) **UNIFORMS.**—Washable coats shall be provided and laundered free of cost for dispensers.

D. GRANT, Chairman.

F. MCGREGOR, Secretary.

Melbourne, 11th September, 1940.