



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 384]

THURSDAY, OCTOBER 31.

[1940

Factories and Shops Acts.

DETERMINATION OF THE LIFT 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 portion of the city of Sandringham as is not 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 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, business, or occupation of a lift attendant has made the following Determination, namely:—

(1) That on the 31st October, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

EMPLOYEES.

Males.	Weekly Wage. s. d.	Note.
All male lift attendants	92 6	The Board has determined that no apprentices shall be taken to the trade.
Females.		
All female lift attendants	65 0	

(3) Employees (other than casuals) shall be paid the weekly wage fixed irrespective of the number of hours worked not exceeding 46 hours per week.

(4) WAGES TO BE PAID IN FULL.—An employer shall not make any deduction from wages for meals supplied to lift attendants in hotels, coffee palaces, clubs, restaurants, or hospitals.

(5) TIME OF BEGINNING AND ENDING WORK FOR LIFT ATTENDANTS, other than those who are employed in lifts in hotels, clubs, coffee palaces, restaurants, or hospitals—

(a) In Retail Shops—

	Time of Beginning.	Time of Ending.
(i) On the day on which the half holiday is observed locally	8 a.m. ..	1 p.m.
(ii) On the usual late trading day or day immediately preceding a public holiday	8 a.m. ..	9.15 p.m.
(iii) On the other working days of the week	8 a.m. ..	6.15 p.m.

(b) In All Other Places (other than those who are employed in lifts in hotels, clubs, coffee palaces, restaurants, or hospitals)—

(i) On the day on which the half holiday is observed locally	8 a.m. ..	1 p.m.
(ii) On the other days of the week	8 a.m. ..	6.15 p.m.

(6) OVERTIME.—The following rates shall be paid:—

(1) Lift attendants who are employed in lifts in hotels, clubs, coffee palaces, restaurants, or hospitals—

(a) For all work done in excess of ten hours on any one day	Time and a half.
(b) For all work done in excess of 46 hours in any week	Time and a half.

(2) All other lift attendants—

(a) Outside the hours fixed as the times of beginning and ending work	Time and a half.
(b) Within the hours fixed as the times of beginning and ending work in excess of 46 hours in any week	Time and a half.

(7) CASUAL LABOUR.—Casual employees, i.e., 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—

Males	2s. 9d. per hour.
Females	2s. 0d. per hour.

(8) SUNDAYS AND PUBLIC HOLIDAYS.—Lift attendants employed in hotels, clubs, coffee palaces, restaurants, or hospitals shall be paid at the rate of time and a half for work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, Labour Day, Christmas Day, and Boxing Day; and all other lift attendants shall be paid double time for work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder), 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 be payable only for the day so substituted.

(9) TERMINATION OF EMPLOYMENT—

(a) Lift attendants in hotels, clubs, coffee palaces, restaurants, or hospitals:—Forty-eight hours' notice of termination of employment shall be given by employer or employee, or in lieu of such notice two days' wages shall be paid by the employer or forfeited by the employee.

(b) All other lift attendants:—One week's notice of termination of employment shall be given by employer or employee. Provided that an employer may dismiss an employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases wages will be paid up to the time of dismissal only.

(10) RATIONING OF EMPLOYEES.—Where an employer desires to ration his employees he shall give at least three days' notice to each employee of his intention to ration such employee.

(11) SICK LEAVE.—Lift attendants necessarily absent on account of sickness shall be allowed six days' sick leave each year on full pay, providing satisfactory evidence is produced to the management or employer within 24 hours of the usual hour for commencing work.

(12) ANNUAL HOLIDAY.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted twelve consecutive working days' holiday on full pay in each year. Also any employee, if his employment terminates after not less than six months but less than one year, shall be entitled to be paid pro rata at the rate of one day's pay for each month worked providing that he is not discharged for misconduct or breach of duty.

(13) UNIFORMS.—Where an employee is required by the employer to wear a uniform, such uniform shall be supplied by the employer.

(14) MEAL HOUR.—Each employee (other than one employed in a hotel, club, coffee palace, restaurant, or hospital) shall be allowed meal intervals as follows:—

- | | |
|---|--|
| (a) On the usual late trading day or the day immediately preceding a public holiday | One hour between 11.45 a.m. and 2.15 p.m. and three-quarters of an hour between 5 p.m. and 7.15 p.m. |
| (b) On any other day except Saturday | One hour between 11.45 a.m. and 2.15 p.m. |

(15) MEAL MONEY.—Any employee (other than one employed in a hotel, club, coffee palace, restaurant, or hospital) 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.

(16) REST PERIOD.—Each employee (other than one employed in a hotel, club, coffee palace, restaurant, or hospital) 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.

(17) CONTINUITY OF WORK.—The work of each day shall be continuous with the customary breaks for meals and rest periods.

(18) PAYMENT FOR HOLIDAYS.—All employees (other than those employed in hotels, clubs, coffee palaces, restaurants, and hospitals) not being paid casual rates shall be entitled to the following holidays without deduction of pay:—New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder), Christmas Day, and Boxing Day.

(19) PAYMENT OF WAGES.—All payments of wages shall be made not later than the hour of ceasing work on Thursday of each week.

(20) SEATING FOR ATTENDANT.—A suitable seat shall be provided in each passenger lift for the use of the attendant.

(21) RADIATORS.—Radiators shall be installed in all passenger lifts.

(22) RIGHT OF ENTRY OF UNION OFFICIAL.—A duly accredited representative of the Federated Lift Attendants' Union shall have the right to enter the establishment of any employer to which this Determination applies on one day per calendar month for a time not exceeding ten minutes, providing that such official is not interfering with the employee's work or offensive in his methods.

(23) TIME AND WAGES BOOK.—A time and wages book shall be kept by each employee showing times of attendance and amount of wages received. Such book shall be open for inspection by the Secretary of the Federated Lift Attendants' Union during the usual working hours.

R. J. EDWARDS, Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 14th October, 1940.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 385]

THURSDAY, OCTOBER 31.

[1940

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 10 (FISH AND POULTRY).

NOTE.—This Determination on the 19th 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 made 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 which since the 24th April, 1933, has had power to "determine the lowest prices or rates which may be paid to any persons whosoever employed in the business of—

- (a) killing, plucking, dressing poultry or game;
- (b) preparing fish for sale uncooked or for canning, drying, or smoking;
- (c) selling by wholesale or retail (except for consumption on the premises) poultry, game, fish, or oysters;
- (d) marketing (in fish and poultry markets) poultry, game, or fish"—

has made the following Determination, namely:—

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

PART ONE.

This Part applies to Persons Employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

(1) Apprentices or Improvers.				Other Employees.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
		MALES.	FEMALES.			s. d.	
		s. d.	s. d.				
Under 16 years of age .. ..	..	23 6	22 6	Rabbit skimmers or boners .. ..	..	102 6	
16 years of age .. ..	..	32 0	24 6	Grader who grades for the export trade .. ..	..	108 0	
17 years of age .. ..	..	39 0	27 6	Females employed filling cartons with boned meat .. ..	..	49 6	
18 years of age .. ..	..	51 9	30 3	All others .. ..	..	97 0	
19 years of age .. ..	..	58 6	36 9				
20 years of age .. ..	..	71 6	42 6				
PROPORTION.							
MALES.							
<i>Apprentices.</i>		<i>Improvers.</i>					
One male apprentice to every three or fraction of three male workers receiving not less than 97s. per week of 44 hours.		One male improver to every four or fraction of four male workers receiving not less than 97s. per week of 44 hours.					
FEMALES.							
<i>Apprentices</i>		<i>Improvers.</i>					
One female apprentice to every three or fraction of three female workers receiving not less than 49s. 6d. per week of 44 hours.		One female improver to every four or fraction of four female workers receiving not less than 49s. 6d. per week of 44 hours.					

- Time of Beginning. Time of Ending.
- (2) TIME OF BEGINNING AND ENDING WORK { 6 a.m. 4.30 p.m. on each of the five ordinary working days in the week.
6 a.m. 11.30 a.m. on Saturday.
- (3) OVERTIME.—(a) Outside the hours fixed as the time of beginning and ending work .. } Time and a half, provided that all
(b) Within the hours fixed as the time of beginning and ending work in } work done after 1 p.m. on Saturday
excess of four hours on Saturday and eight hours on other days } shall be paid for at double time.
- (4) SPECIAL RATES.—(a) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day; and time and a half for all work done on Australia Day (26th January), Easter Monday, King's Birthday, 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.
- (b) For all work done on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day piece-workers shall be paid double the rates mentioned in clause (13); and for all work done by such workers on Australia Day, Easter Monday, King's Birthday, and Boxing Day, the ordinary rates, plus 50 per cent. shall be paid.
- (5) TIME RATES.—Any person employed between midnight Sunday and midnight Saturday 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 per week fixed in this Determination be paid the ordinary wage, with an addition of 33½ per cent., and for each hour worked beyond the one-half 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.
- (6) WAITING TIME.—Employees (piece workers included) who are required to wait for a longer period than an aggregate of one hour (exclusive of meal hours) per day shall be paid for such excess at the wage rate provided for the class of work done.
- (7) TIME RECORD.—All employees (including piece workers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.
- (8) UNION INSPECTION.—An Accredited Representative of the Federated Cold Storage, and Meat Preserving Employees Union of Australia shall have access to the records of times recorded and wages received by employees provided that such inspection is made during working hours.
- (9) DINING AND CHANGING ROOM.—A dining-room, changing-room, adequate washing facilities, and in addition (where facilities are available) hot water for the making of tea shall be provided.
- (10) PREMISES TO BE KEPT CLEAN.—The employer shall cause all rooms used by employees to be kept reasonably clean, and free from debris.
- (11) MEAL HOUR.—A period of one hour shall be allowed for breakfast between the hours of 8 a.m. and 9.30 a.m., and also a period of one hour for dinner between the hours of 11.30 a.m. and 1.30 p.m.
- (12) SMOKE OR.—Employees shall be entitled to a smoke or period of ten minutes each morning and afternoon.
- (13) PIECE-WORK PRICES.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

	Within the hours fixed in Clause (2).	Outside the hours fixed in Clause (2).	
Skinning rabbits (heads off)	2s. per 100.	3s. per 100.	} Plus 9%
Skinning rabbits (heads on)	2s. 9d. per 100.	4s. 1½d. per 100.	
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber)	1d. per lb.		
Skinning hares	9s. per 100.		

PART TWO.

This Part applies to Persons doing any Work other than Work in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

(1) Apprentices or Improvers.				Other Employees.		
Wages per Week.				Wages per Week.		
	Males.	Females.			Within the Metropolitan District.	All other parts of Victoria where this Determination applies.
	s. d.	s. d.			s. d.	s. d.
Under 16 years of age	22 0	18 9		Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	117 6	112 6
16 years of age	29 6	21 9		Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	58 6	56 6
17 years of age	39 6	27 3		Foreman having the supervision of four or more workers ..	107 6	102 6
18 years of age	49 3	34 9		Shop hands (males) or salesmen	94 6	89 6
19 years of age	56 9	38 0		Block hands, pluckers, filleters, cleaners, or oyster openers ..	97 6	93 6
20 years of age	66 9	42 3		Labourers assisting—		
PROPORTION.				(a) Wholesale fish salesmen	102 6	97 6
MALES.				(b) Wholesale poultry salesmen	92 6	89 6
Apprentices.		Improvers.		Persons employed grading and/or placing plucked poultry in boxes	97 6	93 6
One apprentice to every three or fraction of three workers receiving not less than 87s. 6d. per week of 48 hours, or 44 hours, as the case may be.		One improver to every four or fraction of four workers receiving not less than 87s. 6d. per week of 48 hours, or 44 hours, as the case may be.		Females employed—		
FEMALES				(a) As shop hands	50 0	47 0
Apprentices.		Improvers.		(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry	50 0	47 0
One apprentice to every three or fraction of three female workers receiving not less than 47s. per week of 48 hours, or 44 hours, as the case may be.		One improver to every three or fraction of three female workers receiving not less than 47s. per week of 48 hours, or 44 hours, as the case may be.		All Others	87 6	87 6

(3) HOURS FOR AN ORDINARY WEEK'S WORK.—The hours for an ordinary week's work shall be:—

(a) Manager as defined in clause (1)	} 48 hours.
Manageress as defined in clause (1)	
Foreman having the supervision of 4 or more workers	
Shop hands, salesmen, or saleswomen	

(b) Block hands, pluckers, filleters, cleaners, or oyster openers, labourers assisting wholesale fish or poultry salesmen, persons employed grading and/or placing plucked poultry in boxes, females employed at weighing, grading, washing, stamping, branding or filling cartons, moulds or boxes of fish or poultry	} 44 hours.
(c) All others	

							Time of beginning.		Time of ending.
(a) The time by retail of poultry, fish or game:—									
	Friday	..	..	..	..	..	6.30 a.m.	..	9 p.m.
	Saturday	..	..	..	..	..	6.30 a.m.	..	1 p.m.
	Other days	..	..	..	..	..	6.30 a.m.	..	6.30 p.m.
(b) Packing and processing fish by refrigeration:—									
	Saturday	..	..	..	..	..	8 a.m.	..	12.30 p.m.
	Other days	..	..	..	..	..	8 a.m.	..	8 p.m.
(c) Preparing poultry (other than in retail shops):—									
	Saturday	..	..	..	..	..	7 a.m.	..	12.30 p.m.
	Other days	..	..	..	..	..	7 a.m.	..	7 p.m.
(d) At any work other than work provided for in sub-clauses (a), (b), and (c) hereof:—									
	Saturday	..	..	..	..	..	4.30 a.m.	..	12 noon
	Other days	..	..	..	..	..	4.30 a.m.	..	4.30 p.m.

(a) In excess of 9 hours on any one day within the hours provided in clause (4) (employees in retail shops excepted)

(b) In excess of the hours provided for an ordinary week's work in clause (3) (excluding any overtime already provided for in sub-clause (a))

(c) Outside the hours fixed in clause (4).

(17) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be entitled to one week's annual leave without deduction of pay. On completion of each subsequent year's service he or she shall be entitled to a further week's leave (without deduction of pay) but if any such employee leaves or is dismissed before the completion of any such subsequent year he or she shall be entitled to a pro rata term of leave based on one day's leave for each two months or fraction of two months' service.

(18) VARIATION OF DETERMINATION.—Where the exigencies of the industry are such that the best interests of the employers, employees, and the community as a whole may be served by varying any part of this Determination by mutual consent, such variation may be mutually arranged by agreement with an officer of the Department of Labour, an officer of the Cold Storage Union, and the employer or his representative. Full particulars of such variation are to be reported to and approved by the Chief Inspector of Factories or his deputy.

(19) PIECE-WORK PRICES.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

(a) Between the hours of 6 a.m. and 1 p.m. on Saturday, and 6 a.m. and 8 p.m. on any other week day—

(i) Roughing fowls by hand	3½d. per pair	
Roughing fowls by machine	3d. per pair	
Stumping fowls the same day as they are roughed by hand	3½d. per pair	
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	4d. per pair	
Stumping fowls which have been roughed by a machine	4d. per pair	
Plucking fowls	7d. per pair	
Plucking ducks, where wings are not plucked right out	7½d. per pair	
Plucking ducks, where wings are required to be plucked right out	11½d. per pair	
Plucking Muscovy drakes (redheads)	1s. 3d. per pair	
Plucking turkey hens	8½d. per pair	
Plucking turkey cocks	1s. 1d. per pair	
Plucking geese	1s. 1d. per pair	
Plucking teal	4d. per pair	
Plucking black duck	5d. per pair	
Plucking blue wing	4d. per pair	
Plucking mountain duck	5d. per pair	
Plucking pigeons and small birds	3d. per pair	
Plucking quail	3d. per pair	
Plucking pheasants	7d. per pair	
Drawing and trussing fowls or ducks	3d. per pair extra	
Drawing and trussing geese	6d. per pair extra	
Drawing and trussing turkeys	9d. per pair extra	
(ii) *Blooding cuts	9d. per large box	
*Splitting cuts	1s. per large box	
*Scaling and cleaning salmon	1s. 6d. per large box	
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2s. 6d. per large box	
*Cleaning garfish, flathead, mullet, and all other very small fish	3s. per large box	
*Cleaning whiting	3d. per dozen	
*Filleting whiting	6d. per dozen	
*Cleaning flounders	3d. per dozen	
Trimming shark	6d. per box	
Skinning and trimming shark	2s. per box	

Plus 22 per cent.

* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 19, sub-clause (a) with the addition of 50 per cent.

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

J. W. RYAN, Secretary.

Melbourne, 17th October, 1940.