



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 66]

THURSDAY, MARCH 7.

[1940

Factories and Shops Acts.

DETERMINATION OF THE CARETAKERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts, such portions of the City of Sandringham as are not included within the said Metropolitan District, the cities of Ballarat, Bendigo, and Warrnambool, and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 5th April, 1939, has had the power to “determine the lowest prices or rates which may be paid to persons employed as caretakers of buildings—

- (a) in which any process, trade, business, or occupation is carried on for profit;
- (b) which are temporarily untenanted but in which, ordinarily, any process, trade, business, or occupation is carried on for profit;
- (c) which contain flats;
- (d) which contain halls let for public entertainment or for other purposes.”

has made the following Determination, namely:—

- (1) That on the 5th March, 1940, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2)

IMPROVERS.

Wages per week of 46 hours.			
	<i>s.</i>	<i>d.</i>	
Under 18 years of age	36	6	
18 to 19 years of age	46	6	
19 to 20 years of age	57	6	
20 to 21 years of age	68	0	

PROPORTION (in any place).
One improver to every worker receiving not less than 83s. per week of 46 hours.

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

OTHER EMPLOYEES.

WAGES PER WEEK OF 46 HOURS.

	Within the Metropolitan and Geelong Districts as defined in the Factories and Shops Acts and the City of Warrnambool.	All Other Parts of Victoria where this Determination Applies.
	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
Persons engaged weekly to take care of buildings which contain—		
41 or more flats	90 0	87 0
21 to 40 flats	86 0	83 0
20 or less flats	81 0	78 0
Persons engaged weekly to take care of buildings which contain halls let for public entertainment or for other purposes	81 0	78 0
Other caretakers of buildings in charge of—		
11 or more cleaners	118 6	115 6
4 to 10 cleaners	108 6	105 6
1 to 3 cleaners	97 6	94 6
All others	86 0	83 0

- (3) Where an employee is required by his employer to reside on the premises where he is employed no deduction shall be made from the wages of such employee for rent, fuel, or light.

- (4) TIMES OF BEGINNING AND ENDING WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN CONNEXION WITH FLATS OR HALLS:—

	Time of Beginning.	Time of Ending.
On the usual half-holiday	6 a.m. ..	1.20 p.m.
On the usual late trading night, or the night previous to a Public Holiday	6 a.m. ..	9.20 p.m.
On all other working days of the week	6 a.m. ..	9 p.m.

(5) **NOTICE OF HOURS.**—Every employer shall notify the hours at which he requires his employee to commence and cease work. Work done outside the hours notified shall be paid for at overtime rates. Such hours when notified shall not be changed except by a week's notice.

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

(a) by persons employed in connexion with Flats or Halls—

Outside the hours of commencing and ceasing work notified by the employer in accordance with clause 5 } Time and a half.
In excess of 46 hours in any week }

(b) by all other persons—

Outside the times of beginning and ending work as fixed in clause 4—

(i) Between midnight and 6 a.m. Double time.
(ii) At any other time Time and a half.

Outside the hours of commencing and ceasing work notified by the employer in accordance with clause 5—

(i) Between midnight and 6 a.m. Double time.
(ii) At any other time Time and a half.

Within such prescribed times, but in excess of 46 hours in any one week Time and a half.

provided that overtime shall not be paid more than once in respect of the same period of work.

(7) **TERMS OF EMPLOYMENT.**—(a) All employees other than casual employees shall be engaged by the week and shall be paid weekly. Employees to become entitled to payment on a weekly basis must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked. Notice equivalent to 46 working hours shall be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 46 working hours' notice, except in circumstances referred to above, the employer may pay 46 hours' wages; and vice versa, the employee leaving his employment without notice shall forfeit 46 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) **CASUAL EMPLOYEES.**—i.e., persons engaged for less than the working week of 46 hours shall be paid for the first 23 hours at the rate of time and a quarter and for every hour thereafter ordinary time. Such payment shall be in addition to any overtime to which they may be entitled under clause 6.

(9) **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 with pay eight working days in each year (exclusive of the holidays mentioned in clause 10) and such holiday shall be given within three months of the completion of twelve months' service, provided that, for the purposes of this clause, any service prior to the 19th July, 1939, in the case of caretakers of flats and halls and to the 29th September, 1938, for all other caretakers shall not be taken into account.

Provided further, that any employee who leaves or is dismissed before the expiration of twelve months shall be given or paid for holidays pro rata in accordance with the length of service, viz., one day for each complete six weeks of service.

(10) **SPECIAL RATES.**—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, 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 be payable only for work done on the day so substituted.

Any employee other than one employed in connexion with flats and halls who is required to work on any such days after 8 a.m. shall be paid for at least 4 hours' work.

(11) **CLEANING MATERIALS.**—All materials and implements for cleaning purposes shall be provided and maintained by the employer.

(12) The employer shall nominate himself or some other person as being the person who shall have the ultimate control and direction of the work of the caretaker.

(13) **TIME BOOK.**—Every employee shall indelibly record and initial daily his correct times of beginning and ending work in a book which shall be furnished by the employer. Such book shall be open for inspection by the Secretary or Assistant Secretary of the Victorian Branch of the Federated Miscellaneous Workers' Union between the hours of 9 a.m. and 5 p.m. of any working day except Saturday at the employer's office or other convenient place provided that only one demand for each inspection shall be made at the same establishment in any calendar month. Such demand shall not be made unless the Secretary or Assistant Secretary of the Union suspects that a breach of this Determination has been committed.

PERIODICAL ADJUSTMENT OF WAGES.

(14) The wages rates set out in clause (2) are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (15).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	3 15 0	Melbourne

(15.)

ADJUSTMENT OF BASIC WAGE.

(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (14).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer, or to be signed by or on behalf of the Commonwealth Statistician.

(1) The index number set to be applied to a place is that assigned to Melbourne.

(2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.

(3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0
834-845	3 8 0	933-944	3 16 0
846-858	3 9 0	945-956	3 17 0
859-870	3 10 0	957-969	3 18 0
871-882	3 11 0	970-981	3 19 0
883-895	3 12 0	982-993	4 0 0

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

L. M. BRADY, Secretary.

Melbourne, 19th February, 1940.



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No. 67]

THURSDAY, MARCH 7.

[1940

Factories and Shops Acts.

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS 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 now has the power to determine the lowest prices or rates which may be paid—

(a) to any person employed—

(i) as a Storeman, Packer, or Sorter.

(ii) in assisting a Storeman, Packer or Sorter,

(iii) as an assembler, collector, or checker of goods in course of receipt or despatch ;

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards :—

Aerated Water Trade Board
Agricultural Implements Board
Agricultural Implements Board (Country)
Bedstead Makers Board
Biscuit Board
Boarding Houses Board
Brewers Board
Butter Board
Butter Factories Board
Cardboard Box Trade Board
Cigar Trade Board
Condenseries Board
Confectioners Board
Cordage Board
Fellmongers Board
Flock Board
Flour Board
Flour Board (Country)
Furniture Board (Picture Frames)

Furniture Board (Wood, Mantelpiece, or Overmantel)
Glassworkers Board
Grocers Sundries Board
Ham and Bacon Curers Board
Hotel and Restaurant Board
Ice Board
Jam Trade Board
Leather Goods Board
Marine Stores Board
Meat Preservers Board
Millet Broom Board
Nailmakers Board
Paper Board
Paper Bag Trade Board
Pastrycooks Board
Plate Glass Board
Pottery Board
Printers Board
Printers Board (Country)

Printers Board (Provincial)
Retail Dairy Board
Rubber Trade Board
Shops Board No. 1 (Boot Dealers)
Shops Board No. 7 (Country Shop Assistants)
Shops Board No. 9 (Drapers and Men's Clothing)
Shops Board No. 12 (Fuel and Fodder)
Shops Board No. 13 (Fuel and Fodder—Country)
Shops Board No. 14 (Furniture Dealers)
Shops Board No. 15 (Grocers)
Shops Board No. 16 (Hardware)
Slaughtering for Export Board
Tea Packing Board
Tinsmiths Board
Wholesale Grocers Board
Wireworkers Board
Woodworkers Board
Woollen and Cotton Trade Board—

has made the following Determination, namely :—

(1) That on the 8th March, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.

Wages Per Week of 44 Hours.						Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	55 0	18 3	20 6	19 6	18 3	APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.
16 to 17 years of age		24 6	23 9	25 6	24 0	MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving 86s. per week.
17 to 18 years of age		31 9	27 9	28 9	26 9	<i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving 86s. per week.
18 to 19 years of age		44 0	31 6	33 9	31 3	FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving 52s. 3d. per week.
19 to 20 years of age		70 6	56 9	37 3	34 9	<i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving 52s. 3d. per week.
20 to 21 years of age	87 6	69 3	41 0	42 3	39 6	<i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving 50s. 6d. per week. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving 48s. 3d. per week.

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

(3)

JUVENILE WORKERS.

JUVENILE WORKERS, i.e., MALES UNDER 21 YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS) EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week of 44 Hours.

	<i>s. d.</i>
Under 15 years of age	24 4
15 to 16 years of age	24 4
16 to 17 years of age	30 2
17 to 18 years of age	33 4
18 to 19 years of age	42 4
19 to 20 years of age	53 10
20 to 21 years of age	63 6

Provided that a juvenile worker called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be entitled to receive the wage fixed for an adult, whilst so engaged.

(4) (a)

OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 44 Hours.
	<i>s. d.</i>
Head storeman, i.e., an employee in charge of a store or a special department in a store ..	98 6
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men regularly under his supervision	93 6
All others	88 6

(4) (b) IN (OR ON) ANY PLACE OTHER THAN OIL, GREASE AND PETROLEUM PRODUCTS STORES.

	Males employed in (or on) or in connexion with—																											
	Storemen employed in Figured, Roll, and Sheet Glass Stores.		Storemen employed in Engineering Establishments who are in charge of, or issue Stores and Tools for use in such Establishments.		Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.		Potato or Onion Stores.		Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.		Lime, Cement, or Plaster Stores.		Fibrous Plaster Stores, or Wholesale Softgoods Warehouses.		Root Factories, or Wholesale Chemists' or Manufacturing Chemists' Establishments.		Bulk Paper Stores or Rubber Goods Manufacturers' Stores.		Iron Yards in which Steel or Iron Bars, Plates, Pipe or Sheets black or galvanized are handled.		Hardware Stores.		Electrical Goods Manufacturers' Stores.		Electrical Goods Stores (other than Electrical Goods Manufacturers' Stores).			
	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.		
Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—																												
(a) Works singly	93	6	93	6	105	0	96	8	90	0	90	0	89	0	91	6	93	6	93	6	93	6	93	6	93	6	93	6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—																												
(a) 1, 2, 3, 4, 5, or 6 such persons	95	9	95	9	105	0	96	8	90	0	92	6	91	3	93	9	95	9	95	9	95	9	95	9	95	9	95	9
(b) 7 or more such persons	109	9	109	9	105	0	96	8	90	0	106	6	105	9	108	6	109	9	109	9	109	9	109	9	109	9	109	9
Storeman in charge of a bulk store removed from the main place of business	93	6	93	6									89	0	91	6	93	6	93	6	93	6	93	6	93	6	93	6
Packers of crockery, china, or glassware																												
Packers of metal window frames																												
Persons handling pianos, piano-players, or organs																												
Egg packers, sorters, or testers with six months' or more experience																												
All male adults not otherwise provided for	89	0	89	0	105	0	96	8	90	0	87	0	86	0	87	0	89	0	89	0	89	0	89	0	89	0	89	0

Males employed in (or on) or in connexion with—

Bread-making Establishments.	Match Factory Stores.	Wholesale Confectionery Stores.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oils, Colour and Varnish Stores.	Bulk Salt Stores, Stores in which Stores are Stocked (except Stove or Oven Manufacturers' Stores) and Stores in which Sausage Castings are Stocked, Packaged or Sorted.	Machinery Stores.	Stove, Oven or other Metal Goods Manufacturers' Stores.	Dye Stores.	Seed Stores.	Any Other Place.
							Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.		
							Other Dye Stores.		

WAGES PER WEEK OF—

	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.
Storeman, Packer, or Sorter, who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—											
(a) Works singly	102 0	93 6	93 6	91 6	93 6	93 6	93 6	93 6	101 0	89 0	89 0
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—											
(a) 1, 2, 3, 4, 5, or 6 such persons	108 3	95 9	95 9	93 9	95 9	100 9	95 9	95 9	103 3	91 3	91 3
(b) 7 or more such persons	122 9	109 9	109 9	108 6	109 9	109 9	109 9	109 9	117 3	105 9	105 9
Storeman in charge of a bulk store removed from the main place of business	..	93 6	93 6	91 6	93 6	93 6	93 6	93 6	101 0	89 0	89 0
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	92 3
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	89 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	89 0
Egg packers, sorters or testers with six months' or more experience	..	..	..	..	..	..	..	..	..	..	87 0
All male adults not otherwise provided for	102 0	89 0	89 0	87 0	89 0	89 0	89 0	89 0	97 0	87 0	86 0

Storemen or packers called upon to work in cool stores shall be paid 2s. 3d. per hour whilst so employed;

(4) (c)

FEMALES.

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
		Wages per	Week of—	
	44 Hours.	44 Hours.	44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.
Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	49 9	55 9	59 6	49 9
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz.:—				
(i) 1, 2, 3, 4, 5, or 6 such persons	53 6	59 6	63 6	53 6
(ii) 7 or more such persons	60 0	66 0	70 6	60 0
Females employed packing or sorting laundry work .. .. .	..	..	..	52 3
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience .. .. .	..	..	51 3	..
With eight weeks' or more experience .. .. .	..	..	57 3	..
All female adults not otherwise provided for	48 3	52 3	50 6	48 3

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

(5) CASUAL WORK.—Casual employees, i.e., persons employed for less than two consecutive weeks shall be paid at the rate of 2s. 8d. per hour.

(6) EXTRA RATE.—Whenever not more than two storemen or packers are employed handling or rolling barrels or drums, weighing over 5 cwt., for more than half an hour, they shall be paid 6d. per hour extra, whilst so employed.

(7) ORDINARY WEEK'S WORK.—Forty-four hours shall constitute a week's work and they shall be worked as follows:—Eight hours per day from Monday to Friday, both inclusive, and four hours on Saturday, to be worked between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday, both inclusive, and 7 a.m. and noon on Saturday.

Subject to the above, the hours of starting and finishing may be fixed by each employer, but having been once fixed they shall not be altered without seven days' notice.

Where the industry necessitates a continuous process, three shifts of eight hours each may be worked, and overtime is to be calculated on the basis only of an excess of eight hours.

Employees required for duty in connexion with the delivery of bulk petrol may be employed on shifts, and when so employed shall be paid 6s. per week in addition to the rates prescribed in clause (4) of this Determination, provided that such shift work extends over one calendar month. Five shifts of eight hours including crib time of half an hour, and one of four hours, shall constitute a week's work.

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

On Saturday, after 1 p.m.	Double time.
Any other time	Time and a half.

(b) Provided that all meal hours, if worked, shall be paid for at double time, and such double time shall continue until a meal time is allowed, except that, should work cease before 6.30 p.m., ordinary overtime rates only will apply, and employees shall not then be paid 2s. for meals as provided in the next succeeding paragraph.

(c) Except as provided in the last preceding paragraph, weekly and casual employees when called upon to work overtime shall be allowed 2s. for each meal, unless they have been notified before ceasing work on the previous day of the intention to work overtime.

(9) MEAL HOURS.—One hour on Monday to Friday, both inclusive, shall be allowed for each meal. Provided that, should any employer and the Federated Storemen and Packers' Union of Australia, Victorian Branch, agree, the meal hour in an establishment may be shortened to meet the exigencies of transport.

The hours for breakfast and dinner shall be fixed in each case by mutual arrangement, but having been once fixed, they shall not be altered without seven days' notice.

The interval for tea shall be within the hour succeeding the usual finishing time.

The interval for supper shall be between 12 midnight and 1 a.m.

(10) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, gazetted public holidays, and the day observed as Union Picnic Day in the Metropolitan District and Geelong respectively, provided that no day except Union Picnic Day shall be observed as a holiday if the Railways Goods Yards are open for receipt of ordinary goods on those days, and provided also that any employer requiring to deliver goods on Union Picnic Day shall have the right to employ without extra payment up to 10.30 a.m. on that day 'as many men as he deems necessary for that purpose.

(11) HOLIDAYS.—Weekly employees shall subject to the provisions of the preceding clause, be entitled to the holidays mentioned in clause (10) without deduction of pay.

(12) TERMS OF ENGAGEMENT.—Employees are to be engaged either as weekly or casual employees. A casual employee shall be one whose period of engagement is less than two weeks.

In the case of casual employees the engagement shall be terminable at any time by either employer or employee.

In the case of weekly employees the engagement shall be terminable by a week's notice by either employer or employee. Provided that any employee, being incompetent or disobedient, or misconducting himself, may be dismissed without notice.

Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness, if required by the employer, in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

If an employee who has been continuously employed for not less than six months is dismissed through slackness of work such employee shall so far as practicable, be given first preference of employment when men are being re-engaged.

Men engaged for stacking ex ship, shall be deemed to be casual employees during the whole time they are engaged on such work.

Casual employees who are instructed to report for work at a stipulated time and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

In the event of a casual employee being instructed to report for work and his services are not required, he shall be paid for two hours at temporary rates.

(13) **PAYMENT OF WAGES.**—Time shall be made up weekly to suit the convenience of employers and employees, and the payment of wages shall begin within five minutes after work ceases on pay day. Provided that, in the case of weekly hands, two days' wages may be kept in hand.

Casual employees shall be paid at the time of their services being dispensed with, and at the place where the work has been performed.

(14) **FARES.**—Transport from store to store in the employers' time shall be arranged by the employers at their own expense or the actual expense incurred, shall be paid by the employers.

(15) **FOOTWEAR.**—Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

(16) **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, notice not to be continued from week to week.

(b) Such notice shall be given on and take effect from pay day, or, in lieu of such notice, a week's pay shall be given.

(c) Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.

(d) A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time.

(e) Casual employees shall be guaranteed not less than two hours every start.

(f) Weekly employees may be summarily dismissed by the employer for dishonesty, misconduct, or for absence from work without reasonable cause, without liability to pay for more than actual time worked.

(17) **CASUAL WORK.**—Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 2s. 8½d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

(18) **TIMES OF BEGINNING AND ENDING WORK.**—

		Times of Beginning. Not earlier than—	Times of Ending. Not later than—
On Monday to Friday inclusive	.. .. .	7.30 a.m.	5.30 p.m.
On Saturday	.. .. .	7.30 a.m.	12 noon

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

Outside the times of beginning and ending work as fixed in clause (18) } Time and a half for first three hours
Within the times of beginning and ending work, in excess of 44 hours in any week } and double time thereafter

Provided that after 12 noon on Saturdays casual employees shall be paid double rates, and after 12.30 p.m. on Saturdays weekly employees shall be paid double rates.

(20) **SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**—(i) 6s. per hour shall be paid for all work done on Sunday, Christmas Day, or Good Friday, and (ii) for all work done on all other statutory or gazetted public holidays observed by the Customs Authority, weekly employees shall be paid at the rate of double time in addition to their weekly wage and casual employees shall be paid at the rate of double time.

(21) **HOLIDAYS.**—All statutory and gazetted public holidays observed by the Customs Authority shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

(22) **MEAL HOURS.**—Meal hours shall be as follows:—

Dinner: One hour between 12 noon and 2 p.m.

Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

(23) **MEAL HOUR RATES.**—All meal hours if worked shall, except as otherwise provided, be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that should work not continue after 6 p.m. meal hour rates shall not apply.

(24) **MEAL ALLOWANCE.**—Employees called upon to work overtime after 6 p.m. on Monday to Friday or 1 p.m. on Saturday shall receive a meal allowance of 2s.

(25) **CARRYING HEAVY GOODS.**—Casual employees when receiving and carrying continuously for one hour or more bagged stuff, case goods, or other packages exceeding 180 lb. in weight shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both temporary employees and weekly employees shall be paid 9½d. per hour above the ordinary rates.

PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

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

(d) 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.

(e) Where an employer is not satisfied as to the reason of an employee absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee who has had at least three months' service with such employer was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than four days in each year.

(27) CASUAL WORK.—Casual work, i.e., work for less than two full weeks, other than in potato or onion stores, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds	2s. 9½d. per hour.
Elsewhere, except in potato or onion stores	Ordinary wages rate with an addition of thirty-three and one-third per centum.

(28) TIMES OF BEGINNING AND ENDING WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.—Any place except Bread-making Establishments—

On the ordinary working days of the week	7 a.m.	6 p.m.
On Saturday, or the day on which the weekly half-holiday is observed	7 a.m.	12 noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

(29) HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.—The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced)	10 hours.

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

(a) by persons employed in Bread-making Establishments—	
In excess of the number of hours fixed in clause (29), or	Time and a half.
In excess of 44 hours in any week	Time and a half.
(b) by all other persons—	
Between midnight and 7 a.m.	4s. per hour, except for those employed in wholesale fruit stores to whom the rate of time and a half shall be paid.
At any other time outside the times of beginning and ending work as fixed in clause (28)	Time and a half.
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week	Time and a half.

(31) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act* 1923), King's Birthday, Christmas Day, or Boxing Day; provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the areas to which the Determination of the Laundry Workers' Board applies; 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 days so substituted.

(32) HOLIDAYS.—Weekly employees, other than persons employed in potato or onion stores, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment.

If any of the above holidays occurs on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday and shall be paid for such Saturday as for a half-day, but not otherwise.

All employees working on piecework shall be granted the same holidays as are provided for weekly wage workers, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

(33) PERSONS EMPLOYED IN POTATO OR ONION STORES FOR LESS THAN FULL WEEK.—Persons employed in potato or onion stores, who work less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages, rate calculated *pro rata*, according to the number of hours worked.

(34) ANNUAL HOLIDAYS.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in clause (31) in each year on full pay).

Provided that if an employee is given as holidays on full pay all working days between Boxing Day and New Year's Day such ordinary working days may be regarded as part of the week's holiday to which the employee is entitled under this clause, and such other working days as will make up the balance of a week shall be granted at some other time as holidays on full pay.

Any such holiday shall be given within six months of the completion of twelve months' service.

(35) MEAL ALLOWANCE.—If employees (other than those employed in egg packing establishments) are required to work overtime for one hour or more beyond the daily time of ending work and are not informed by the employer the day before that they are so required to work they shall be paid as a meal allowance, 1s. 6d. in the case of males and 1s. in the case of females.

(36) REST PERIOD.—A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to female employees (other than those employed in egg packing establishments), such time not to count as time worked.

(37) RIGHT OF ENTRY OF UNION OFFICIAL.—A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- That he produces his authority to the employer or his representative.
- That he interviews employees only at the place where they are taking their meal.
- That not more than one representative in all be in any establishment at any one time.
- That no one representative visit an establishment more than once a fortnight.
- That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

(38) PIECEWORK.—The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act* 1923 (No. 3677), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.

(39) MELBOURNE CUP DAY HOLIDAY.—Employees shall be either permitted to be absent from duty without deduction of pay from 12 noon on Melbourne Cup Day, or paid at the rate of double time for all work done after 12 noon on that day.

(40) RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.—The maximum weight to be lifted by any female over eighteen years of age shall be thirty pounds.

(41) REST PERIODS.—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

(42) MEAL MONEY, ETC.—(a) Persons required to work on Sunday shall be given not less than two hours work, or pay equivalent thereto, and in addition shall be paid—

- (i) 2s. 6d. for dinner money if work continues after 12 noon; and
- (ii) 2s. 6d. for tea money if work continues after 6 p.m.

(b) Persons who are required to work overtime for one hour or more on any day other than Sunday and who are not informed by the employer the day before that they are so required to work, shall be paid, as a meal allowance, 1s. 6d. in the case of males and 1s. in the case of females.

R. J. EDWARDS, Chairman.

H. N. JONES, Secretary.

Melbourne, 20th February, 1940.

