

ICTORIA

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No. 106]

THURSDAY, APRIL 10.

[1941

Factories and Shops Acts.

DETERMINATION OF THE SUGAR REFINERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which, since the 10th April, 1940, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons approved.

1 had the power to determine the lowest prices of rates which may be part to any person of passage employed—

(a) in connexion with the trade of sugar refining;

(b) in the manufacture or treatment of the by-products of sugar;

has made the following Determination, namely:—

(1) That on the 5th April, 1941, the adjusted Determination which came into force as from the beginning of the first pay period to commence in February, 1941, shall be revoked and replaced by this Determination.

APPRENTICE Wages per	JUVENILE WORKERS. Wages per Week of 44 Hours.					
Age.	Males.	Females.	Males.	Females.		
Under 16 years 16 years 17 ,, 18 ,, 19 ,, 20 ,,	s. d. 20 9 27 0 37 2 47 11 56 9 66 7	8. d. 20 9 22 6 25 5 30 7 37 3 45 2	s. d. 20 9 27 0 37 2 47 11 56 9 66 7	s. d. 20 9 22 6 25 5 30 7 37 3 45 2		

PROPORTION (IN ANY PLACE).

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to "All others."

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

C	THER E	MPLOYEE	S.			
Wag	es per We	k of 44 H	ours.			
	Adult	Males.				_
Raw Sugar Store—					8.	d.
Men unstoring		••	• •	••	96	0
Men cutting in		• •		• •	97	0
Elevator attenda		• •	••	••	95	0
Wash tank hands		• •	• •	••	92	Ģ
Riggers	• •	••	••	••	97	0
Melting House-						_
Washing fugalme	n	••	••	••	95	6
Melter attendant		• •	• •	• •	92	0
Mixer	• •	• •	• •	••	92	0
Carbonatation Hou						_
Men on liquor filt		9	• •	••	93	0
	• •	• •	••	••	93	0
Leading hand	••	••	• •	••	98	0
Men on gas tank	_	••	••	• •	94	0
Men on crushing				• •	92	0
Men on washing	and chec	king filte	rpress she	ets	92	0
Char End—						
Kiln repairers		••	••	• •	92	0
Kiln firemen			••		98	0
Wet charmen	• •	• •			98	0
Char runners	••	••	••		98	0
Pan Floor—						
First sugar boiler	18		• •		112	0
Second sugar boi	lers				105	0
Pan attendant, a	ttending	triple eff	et		92	0
Refined sugar fug	galmen -				95	6
Refined sugar fu	galmen—	-Leading	hands		98	6
Jelly House—	-	·				
Leading hand			• •		95	6
Jelly fugalmen					92	0
Refined Sugar Sto						
Receiving at true	ck yards	(leading	hands)		95	0
Icing mill attend		·	'		92	0
Driers (leading h	and)				94	0
Driers (others)	'		• •		92	0
Automatic scale	attendan	t			95	0
Leading hand pa	cking flo	or			95	0
Hand packing su					92	0
Golden Syrup and		-				
Men packing and	l weighin	g (bulk)			92	0
Golden syrup an					94	0
Liquor runners		• •			98	0
Liquor runners—es			•		92	0
Distillery-						
Stillman	• •				108	0
Mashman					96	ŏ
Spirit and Methyla	ting Roc	ms				-
Leading hand					105	6
Assistants				• •	95	ĕ
Leading hand clear	ning gang	z			95	ō
All others		·	••		89	
Adult females				-	49	2
1 11/4/010 1CIUSTES	••	··-	<u> </u>	••	*9	

(3) SHIFT WORKERS.—The ordinary working hours of shiftworkers shall be as follows:— Night Shift-

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, Thursday and Friday. Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday, Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday. 7 a.m. to 11 a.m. on Saturdays.

Afternoon Shift

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

- (4) DAY WORKERS.—From 7.30 a.m. to 4.30 p.m., with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and from 7.30 a.m. to 11.30 a.m. on Saturday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal.
- (5) Terms of Employment.—"Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of two (2) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis.

This shall not apply to a casual worker storing raw sugar. Employees, other than casual workers, who work less than 44 hours in any week, may be paid the ordinary wages rate calculated pro rata according to the number of hours worked.

(6) Extra Rates and Allowances.—In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

Any employee who works on shift shall be paid an additional allowance of 6d. per shift.

Employees classified as "All others," who are directed to enter and clean tanks, viz.:—Carbonatation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers or crystallizers, shall receive an additional 9d. for each hour or part of an hour spent in such work.

- (7) DEFINITION OF JUVENILE WORKERS.—Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.
- (8) OVERTIME.—(a) Workers Employed on Shifts.—All work done in excess of eight hours per shift or in excess of 132 hours in 21 consecutive days shall be paid for at the rate of time and a half.
- (b) All Others.—All work done in excess of eight hours in any one day or in excess of 44 hours in any one week shall be paid for at the rate of time and a half.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

- (9) LATE ATTENDANCE.—Any employee arriving late to work shall have a deduction made of a quarter of an hour's pay for each quarter of an hour or portion thereof that he is late.
- (10) Annual Leave.—Each employee shall be allowed in each year, commencing with the year 1936, leave of absence for six consecutive working days on full pay (the equivalent of forty-four hours' pay) at the convenience of the employer in respect of service during the previous year.

Provided that where an employee has worked for a period of less than twelve months in any year such employee shall be allowed leave on a proportionate basis for each completed two months of continuous service.

Employees dismissed for misconduct or who voluntarily terminate their employment shall not be entitled to any annual leave.

- (11) SIGK PAY .-- Any employee with not less than six months' service who does not attend for duty by reason of personal illhealth shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.
- An employee shall not be entitled to any allowance on this ground for more than six days (the equivalent of 44 hours' pay) in each calendar vear.

Personal ill-health does not include ill-health which is the result of an accident or ill-health the result of misconduct.

- (12) Meal Allowance.—A meal allowance of 1s. 6d. shall be paid to employees (other than casual employees) when required to work overtime without notice being given the day before such overtime is required, and provided a minimum of two hours' overtime is
- (13) Special Rates for Sundays and Holidays.—(a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of double time; 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) Employees (other than casual employees) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.
- (14) PIECEWORK.—The Board determines, under the provisions of section 150 of the Factories and Shops Act 1928 (No. 3677), that A14) FIREWORK.—Ine Doard determines, under the provisions of section 150 of the Factories and Shops Act 1928 (No. 3677), that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the carnings 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 that are fixed by the Board for such work.
- (15) Periodical Adjustment of Wages.—The wages rates set out in clause (2) are based upon the following basic wage rates, 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

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (16).

BASIC WAGE RATES.

						Ì	Males	i.	Fema	ales.
	Inde:	x Number	Assigned.		_		Basic Wage.	Additional Constant Loading.	Basic Wage.	Additional Constant Loading.
Iclbourne— Adult	••						£ s. d.	s. d.	£ s. d. 2 4 11	s. d. 4 3
20 years of age 19 ,, ,,	• •	• •			• • •	::	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	2 6 2 6 2 0	2 2 8 1 14 9	$\begin{array}{ccc} 2 & 6 \\ 2 & 6 \end{array}$
18 ,, ,, 17 ,, ,,	• •	••	•••	• • •	• •		1 15 11	, 1 3	1 8 7	$\begin{array}{ccc} 2 & 0 \\ 1 & 6 \end{array}$
16 ,, ,, Under 16 years of	age	• • • • • • • • • • • • • • • • • • • •	• • •	• • •	• • • • • • • • • • • • • • • • • • • •		$\begin{smallmatrix}1&5&9\\0&19&9\end{smallmatrix}$	1 3 1 0	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	1 3

(16) Adjustment of Basic Wage.—(a) Until the beginning of the first pay period to commence in May, 1941, the amounts of the basic wage shall be as prescribed in clause (15).

(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 amounts of the basic wage for male adults shall be adjusted by the following method according o 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:—

- (i) The index number set to be applied to a place is that assigned thereto in clause (15).
- (ii) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- ·(iv) The basic wage for male adults shall be of that assigned amount during such successive period plus the additiona constant loading as prescribed in clause (15)

Table.

Index Number Divisions.					Basic Wage.			Index Number Divisions.					Basic Wage.		
35–746						8.	d. 0	883-895					£ s. 3 12	d.	
15-746 17-759	• •	• •	• • •		3	0	0	883-895 896-907	• •	• •	• •	••	3 12	0	
	• •	• • •	• •			1			• •	• •	• •	•• [ů.	
30-771	• •	• •	• •		3	2	0	908-919	• •	• •	• •	•••			
12 - 783	• •				3	3	0	920-932	• •	• •	• •	1	3 15		
84-796					3	4	0	933-944					3 16		
97-808					3	5	0	945-956					3 17	0	
09-820)	3	6	0	957-969					3 18	0	
21-833					3	7	0	970-981					3 19	0	
34~845					3	8	Ö	982-993					4 0	0	
46-858				`` !	3	9	ō	994-1006					4 1	0	
59-870						ŏ	ŏ	1007-1018					4 2	ō	
71-882	• • • • • • • • • • • • • • • • • • • •		• • •	::		iĭ	ŏ	1019-1030		• • •	• • •	::	4 3	ŏ	

The basic wages rates of adult females and all juniors, male and female, shall be adjusted proportionately to the alteratio in the basic wage for male adults and the constant loading prescribed in clause (15) added thereto.

W. W. HARRIS, Chairman.

W. HEATH, Secretary.

Melbourne, 21st March, 1941.

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