

Published by Authority.

No. 21

MONDAY, JANUARY 6.

[1941]

DETERMINATION OF THE ICE CREAM BOARD.

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 employed in the trade of making edible ices, ice cream, or any frozen articles of which ice cream is the principal ingredient," has made the following Determination, namely:—

(2)

Apprentices or Improvers.				Juvenile Workers.				Adult Employees.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
Males.				Males.				Males.			
Apprentices.		Improvers.		Apprentices.		Improvers.		Apprentices.		Improvers.	
s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
Under 16 years of age	18	9	29	3	Under 16 years of age	..	25	9	Pasteurizer,		
16-17 years of age	25	9	35	0	16-17 years of age	..	35	0	Mixer,	} Machine operator	96
17-18 years of age	29	6	40	3	17-18 years of age	..	40	3	Cooling, or		
18-19 years of age	38	3	49	3					Freezer		
19-20 years of age	53	3	64	0	Females.				Assistant to any of the above-		
20-21 years of age	64	0	75	0	Under 16 years of age	..	25	9	mentioned operators	..	89
					16-17 years of age	..	28	9	Dixie,	} Machine operator	90
					17-18 years of age	..	30	6	Cup, or		
					18-19 years of age	..	34	6	Chocolate bar		
					19-20 years of age	..	37	0	Mould cutter	..	90
					20-21 years of age	..	40	6	Can washer, floor hand, chamber	..	89
PROPORTION.				PROPORTION.				Females.			
One male apprentice and one male				Three female juvenile workers to every				All adults			
improver to every three or fraction of three				two female workers receiving 49s. 6d. per			 49 6			
male workers receiving not less than 86s.				week of 44 hours.							
per week of 44 hours.											

(c) A shift worker is any employee other than an ordinary worker.

(6) **HOURS OF EMPLOYMENT.**—The ordinary hours for a week's work shall be 44 per week, to be worked in five days of eight hours, and one day (Saturday) of four hours, or five days of eight hours forty-eight minutes each.

(7) **OVERTIME.**—Time and a half shall be paid for all work done—

(i) By shift workers—

(a) In excess of four hours on Saturday and eight hours on other days. } Where an ordinary week's work is worked in six week days.

(b) On Saturdays, and in excess of eight hours forty-eight minutes on other days. } Where an ordinary week's work is worked in five days (Monday to Friday).

(ii) By ordinary workers—

(a) Outside the times fixed for beginning and ending work.

(b) Within the times fixed for commencing and ending work in excess of four hours on Saturday and eight hours on other days where an ordinary week's work is worked in six days and for all work done on Saturday and in excess of eight hours forty-eight minutes on Monday to Friday where an ordinary week's work is worked in five days.

(8) **SPECIAL RATES.**—Double time (with a minimum of four hours' work or payment for same) shall be the rate for all work done on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), 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.

(9) **TIME WAGES.**—Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three 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.

(10) **NOTICE OF INTENTION TO WORK OVERTIME.**—In every case where practicable an employer shall give 24 hours' notice to each employee of his intention to work such employee overtime. In each case where such notice has not been given and the employee is required to work overtime for not less than one hour he shall receive one shilling and sixpence as tea money, in addition to any other special payments provided.

(11) **MEAL ALLOWANCE.**—When an employee has provided himself with a customary meal because of receipt of notice of intention to work overtime, he shall be entitled to payment of 1s. 6d. for each meal so provided in the event of the work not being done or ceasing before such meal time.

(12) **PROVISION OF CLOTHING.**—Overalls shall be provided and maintained by the employer; and employees when engaged in de-frosting shall be provided with rubber capes and rubber boots.

(13) **CONTINUITY OF WORK.**—The work of each day shall be continuous with the customary break of not more than one hour for a meal.

(14) **TIME BOOK AND WAGE RECORD.**—Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer. In addition to such time record every employee shall be required to sign each week a wage book or other record showing the total amount received as wages for such week.

(15) **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 by employees and wages paid, provided that such inspection is made between the hours of 8 a.m. and 4.30 p.m. on a working day.

(16) **SPECIAL CONDITIONS regarding work in the chambers—**

(a) No person under the age of nineteen years shall be required to work in a chamber.

(b) Chamber hands shall be supplied with suitable gloves by the employer.

(17) **PROHIBITION OF NIGHT WORK FOR FEMALES.**—No female employee shall be employed between the hours of 9 p.m. on one day and 6 a.m. on the following day.

(18) **ANNUAL LEAVE.**—(a) Employees who have been in the continuous employment of an employer for twelve months shall be entitled to one week's annual leave without deduction of pay.

(b) Employees who have been in the continuous employment of an employer for less than twelve months and more than four months shall be entitled to one day's leave without deduction of pay for each completed two months of service.

(c) For the purpose of administering sub-clauses (a) and (b) hereof any service with an employer prior to the 25th August, 1939, shall not be taken into account.

(19) **TERMINATION OF EMPLOYMENT.**—(a) Notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of an employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct (in which case wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot usefully be employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages and vice versa the employee leaving his or her employment without notice shall forfeit 44 hours' wages which may be deducted from any wages due.

D. GRANT, Chairman.

J. W. RYAN, Secretary.

Melbourne, 17th December, 1940.