



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 229]

THURSDAY, AUGUST 7.

[1941

Factories and Shops Acts.

## DETERMINATION OF THE WATCHMEN'S BOARD.

NOTE.—(a) This Determination on the 7th August, 1941, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder: such portions of the City of Sandringham as are not within the said Metropolitan District; the cities of Ballarat, Bendigo, and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

(b) Section 225 of the *Factories and Shops Act 1928* (No. 3677) provides that "every person employed as a watchman shall be granted one holiday in every week".

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed in lieu of the Nightwatchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

- (1) That on the 7th August, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- (2)

Classes of Employees.	Wages per Week of 48 Hours within—					
	The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the regulations thereunder; such portions of the City of Sandringham as are not within the said Metropolitan District; and the City of Warrnambool.			The Cities of Ballarat and Bendigo; and the Boroughs of Eaglehawk and Sebastopol.		
	Wages.	War Time Loading.	Total.	Wages.	War Time Loading.	Total.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of .. .. .	111 6	3 0	114 6	108 6	3 0	111 6
All others .. .. .	99 0	3 0	102 0	96 0	3 0	99 0

(3) OVERTIME.—Any time worked in excess of 48 hours in any one week shall be paid for at the rate of time and a half.

(4) EMPLOYMENT FOR LESS THAN FULL WEEK.—Employees who are employed during any week for less than the working week of 48 hours shall be paid for the first 24 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any person who is not engaged for a week who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness, inability, or some other sufficient cause beyond his control.

(5) SPECIAL RATES.—Time and a half shall be the special rate for all work done on Sunday, New Year's Day, 26th January (Australia Day), 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:

Provided that a person who is directed by his employer to absent himself from duty on any of the days above mentioned shall, if he is unable to complete 48 hours' work in that particular week, be paid ordinary rates for any such day on which he is absent.

(6) **TRAVELLING TIME AND FARES.**—Any watchman employed on wharfs, ships, &c., away from the Melbourne wharfs and Victoria Dock shall be paid for travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement, to and from the place of employment.

(7) **EMPLOYEE PROVIDING OWN BICYCLE.**—Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

(8) Any watchman called up for duty shall receive at least four hours' pay.

(9) **PAYMENT FOR MEAL TIMES.**—No deduction shall be made in an employee's time for a meal period unless he is permitted to leave his employer's premises for such meal.

(10) **ANNUAL LEAVE.**—Any employee who has been in the service of any employer for a period of not less than twelve months shall be granted twelve working days' holiday, exclusive of the holidays mentioned in clause (5), in each year on full pay, and such holiday shall be given within three months after the completion of twelve months' service.

If, after six months' continuous service in any qualifying twelve-monthly period, an employee leaves or is dismissed through no fault of his own, he shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., one day for each complete month of service.

(11) **SICK LEAVE.**—An employee, who has been in the service of an employer for not less than six months, shall be entitled to a maximum aggregate of four days' sick leave of absence with full pay during each subsequent twelve months' service provided he produces satisfactory evidence to his employer that such absence was caused by ill-health or an accident.

(12) **WEEK'S WORK.**—For the purpose of computing the number of hours to constitute a week's work, all time actually worked during the week in question (including time worked on Sundays or public holidays) shall be taken into consideration.

J. K. McCASKILL, Chairman.

C. W. TREVETHAN, Secretary.

Melbourne, 23rd July, 1941.