



VICTORIA GOVERNMENT GAZETTE.

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No. 237]

FRIDAY, AUGUST 15.

[1941

Factories and Shops Acts.

DETERMINATION OF THE OPTICIANS BOARD.

This Determination on the 20th August, 1941, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, and such portion of the city of Sandringham as is not included 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 for or rates which may be paid to any persons employed in manufacturing or mounting optical lenses or their frames," has made the following Determination, namely:—

(1) That on the 20th August, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
	Per week of 44 hours.		Per week of 44 hours.		Per week of 44 hours.
1st year	17s. 6d.	1st year	17s. 6d.	Foreman, i.e., man in charge of two or more employees	126s. 6d.
2nd year	21s. 6d.	2nd year	24s.	Optical workers and repairers	114s.
3rd year	30s.	3rd year	32s.		
4th year	39s. 6d.	4th year	45s. 6d.		
5th year	55s.	5th year	64s.		
6th year	80s.	6th year	86s.		

PROPORTION (in any factory, shop, or place).
One apprentice to every two or fraction of two workers receiving not less than 114s. per week of 44 hours.
An indenture of apprenticeship prescribed was approved on 15th December, 1914.

PROPORTION (in any factory, shop, or place).
One improver to every three journeymen receiving not less than 114s. per week of 44 hours.
Provided that in any place where two or more journeymen are employed solely at grinding lenses additional improvers may be employed in the proportion of one improver to each of such journeymen.

(3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
8 a.m. ...	12.30 p.m. on the day on which the half-holiday is observed.
8 a.m. ...	6.0 p.m. on the other working days of the week.

(4) OVERTIME.—That the following rate shall be paid for all work done—

- (a) Outside the hours fixed in Clause (3) up to 3 hours per day ... Time and a half and thereafter double time.
(b) Within the hours fixed in Clause (3) in excess of 44 hours in any week ... Time and a half.

(5) TIME RATE.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid at the ordinary wages rate with an addition of thirty-three per centum. For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

(6) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(7) PAYMENT FOR HOLIDAYS.—Employees shall be entitled to the following holidays without deduction of pay:—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, Christmas Day, Boxing Day, New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall only apply to the day so substituted.

(8) ANNUAL HOLIDAYS.—An employee who has completed twelve months' continuous or cumulative employment shall receive two weeks' annual leave on full pay to be given at a time to be arranged by the employer, provided that such leave shall be given within sixty days of its becoming due and that an employee having applied for such leave shall be given at least fourteen days' notice of the date from which leave is to commence.

(9) SPECIAL RATES.—That double time shall be the special rate for all work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, New Year's 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.

H. J. RICHARDSON, Chairman.

D. B. MORGAN, Secretary.

Melbourne, 5th August, 1941.

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No. 238]

FRIDAY, AUGUST 15.

[1941

Factories and Shops Acts.

DETERMINATION OF THE GLUE AND GELATINE 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; such portions of the city of Sandringham as are not included within the said Metropolitan District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; and the Shire of Beechworth.

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 manufacturing glue and gelatine" has made the following Determination, namely:—

(1) That on the 20th August, 1941, the adjusted Determination which came into force as from the beginning of the first pay period to commence in August, 1941, shall be revoked and replaced by this Determination.

(2) ADULT MALES.

	Adjustable Weekly Rate.	Non Adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
Men working in raw material stores	s. d. 87 0	s. d. 6 0	s. d. 4 6	s. d. 97 6
Men working raw material cutting machine	88 0	6 0	4 6	98 6
Men washing raw material and preparing limes and working a trotter plant	87 0	6 0	4 6	97 6
Men working at lime pits	89 0	6 0	4 6	99 6
Men in charge of and actually operating dollies	89 0	6 0	4 6	99 6
Men assisting in dolly shed	87 0	6 0	4 6	97 6
Men in charge of and actually working at boiling pans	89 0	6 0	4 6	99 6
Men assisting in boiling shed	87 0	6 0	4 6	97 6
Men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers	89 0	6 0	4 6	99 6
Assistants (male) to men in charge of and actually working at vacuum evaporators, bone kettles, glue and gelatine filters, concentrated liquor vats and coolers	87 0	6 0	4 6	97 6
Men operating glue and gelatine cutters	88 0	6 0	4 6	98 6
Assistants (male) to men operating glue and gelatine cutters	87 0	6 0	4 6	97 6
Men working at drying tunnels	87 0	6 0	4 6	97 6
Men engaged in grinding glue and gelatine	88 0	6 0	4 6	98 6
Men engaged treating frames	87 0	6 0	4 6	97 6
Glue and gelatine blenders, and store hands	87 0	6 0	4 6	97 6
Men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones	89 0	6 0	4 6	99 6
Assistants (male) to men in charge of and actually working at scutching pan, hydraulic press, grease pans, grease filters and seeding tanks and washing trotter bones	87 0	6 0	4 6	97 6
Men working on vegetable glue dryers and grinders	88 0	6 0	4 6	98 6
Men in charge of and actually working at vegetable and prepared glue vats	89 0	6 0	4 6	99 6
Assistants (male) to men in charge of and actually working at vegetable and preparing glue vats, and store hands	87 0	6 0	4 6	97 6
Men operating residue dryers	89 0	6 0	4 6	99 6
Men crushing and bagging dried residues	88 0	6 0	4 6	98 6
Men receiving and passing on bones	89 0	6 0	4 6	99 6
Men operating degreasing plant	89 0	6 0	4 6	99 6
Men assisting at degreasing plant and bone polishing	88 0	6 0	4 6	98 6
Men engaged in washing and neutralizing vats	87 0	6 0	4 6	97 6
Men engaged in crushing bone residues	88 0	6 0	4 6	98 6
Men in charge of and actually operating pearl plant	88 0	6 0	4 6	98 6
Assistants (male) to men in charge of and actually operating pearl plant	87 0	6 0	4 6	97 6
Men not elsewhere included	81 0	6 0	4 6	91 6

Wages of Shift Workers.

Shiftmen on the first or day shift shall be paid at the ordinary time rates therefor.

Shiftmen on the second shift shall be paid therefor 5 per centum in addition to the ordinary time rate. Shiftmen on the third shift shall be paid therefor 7½ per centum in addition to the ordinary time rate.

(3)

MALE JUNIORS.

	Adjustable Weekly Rate.	Non Adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14 to 15 years of age	16 6	0 6	0 6	17 6
15 to 16 years of age	24 0	0 6	0 6	25 0
16 to 17 years of age	32 0	1 0	1 0	34 0
17 to 18 years of age	40 6	1 0	1 0	42 6
18 to 19 years of age	48 0	1 6	1 6	51 0
19 to 20 years of age	56 6	2 0	2 0	60 6
20 to 21 years of age	64 0	2 0	2 0	68 0

(4) JUNIOR LABOUR.—(a) An employer may employ male juniors in any capacity except as hereunder provided that the proportion of male juniors to male adults employed in any department in the works, except that of laying out and packing gelatine or glue, shall not exceed one to two, and provided that the proportion of male juniors to male adults employed in the whole works, with the exception of the department of laying out and packing gelatine or glue does not exceed one to three.

When any boy is engaged he shall, if the employer require it, furnish a certificate or statutory declaration as to his age and the employer may rely on such certificate or declaration until or unless he has notice of its inaccuracy.

(b) No male juniors shall, except where it has been the custom of the employer to so employ them, be employed on any machine.

(c) No male junior under the age of eighteen years shall work on night shift.

(5) CONTRACT OF EMPLOYMENT.—(a) Employees other than casual workers shall be employed by the week. To be entitled to the week's pay an employee must be ready, willing and available to work during 48 hours of the week (provided that the working of 48 hours in such week would not involve the working by such employee of more than 176 hours for the four weeks ending at the end of such week) except on days (aggregating four in each year) for which he produces a medical certificate or other proof satisfactory to his employer of sickness. In order to terminate employment one week's notice shall be given to terminate on any day with payment to day of determination, or, in lieu of notice one week's pay shall be paid or deducted. Provided, however, that in the event of a stoppage through breakdown of machinery or any other cause for which the employer cannot be held responsible, the employer may on any day notify any employee that his services shall not be required on the following day or days, and the employee's employment shall be temporarily terminated accordingly, and he shall not be entitled to be paid for the time not worked.

Provided further that where under any scheme of insurance or of accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium or contribution, compensation becomes payable for absences through sickness the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the full amount for any such days.

(b) To meet emergencies any employer may engage an employee for a day or more on paying extra wages calculated on the basis of 5s. per week. Such employee shall not be paid for a holiday occurring during the week he is employed. Furthermore, to facilitate the rostering of workmen and to avoid the engagement of extra workmen who cannot be fully employed, casual workers may be employed at rates 10 per centum higher than those prescribed for weekly work.

(6) HOURS OF WORK.—(a) The standard hours for the industry shall be 176 per four weeks provided that not more than 48 hours may be worked in any week without payment of overtime.

(b) Except as otherwise provided herein, not more than eight and three-quarter hours on Monday to Friday inclusive and not more than four and a half hours on Saturday shall be worked at ordinary rates of pay, such hours to be worked between 7 a.m. and 6 p.m. on Monday to Friday inclusive and between 6.45 a.m. and 12.30 p.m. on Saturday.

(c) The break for meals shall be at least 45 minutes, or where the employer and the employees agree 42 minutes to be taken between 11.30 a.m. and 1.30 p.m.

(d) Starting and finishing times, and times for meals, shall not be altered except by agreement between the employer and his employees.

(e) The time of commencing and finishing shift and the meal times for shift-workers shall be fixed by agreement between the employer and his employees, provided that not more than 9½ hours shall be worked on any one shift.

(7) HOLIDAYS.—(a) An employee other than a shift-worker shall be entitled to receive the following holidays, and payment therefor, payment being included in the weekly wage prescribed herein:—Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Australia Day, Tanners' Picnic Day if the picnic is held on a Saturday, or any other day by Act of Parliament or Proclamation substituted for any of the above-named days.

(b) If the engagement of an employee is terminated by his employer within fourteen days of any of the holidays set out in sub-clause (a) hereof, the employee shall be paid for such holiday or holidays if and when the employee satisfies the employer that he (the employee) has not in the meantime commenced work with another employer.

(c) Shift-workers shall be entitled to nine days' holiday per annum, or nine days' pay in lieu thereof. On termination of service during the currency of any year payment shall be made *pro rata*.

(8) CONSTANT SERVICE LEAVE OR BONUS.—(a) In addition to the holidays provided for by Clause 7 hereof, an employee, whether a shift-worker, time-worker, or piece-worker, who remains in the service of the same employer for at least a year, shall, if the employment has not been terminated, be entitled to one day's leave of absence on full pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder.

(b) The employer shall have the right to fix the time when such leave will be given, but must fix a time so that the leave then accrued due will be wholly given in one continuous period within fifteen months after the beginning of the period of service in respect of which the leave is due, and if he does not so fix the time or so give the leave he shall, for each day of leave then due, forthwith give the employee two days' leave of absence on full pay.

Provided that the employer may, if he thinks fit, give at any time in advance the period of six or seven days' continuous leave on full pay prospectively due in respect of the six or seven (as the case may be) periods of two months' service comprised within such fifteen months.

Provided, further, that if the leave be given so that the employee is freed from work for the employer throughout the seven days of a week or throughout a period extended to more than such seven days by reason of holidays as provided in sub-clause (c) hereof, the leave comprised within such seven days or within such extended period shall for the purposes of this clause be deemed to be six days' leave.

(c) Where any of the holidays provided for in Clause 7 hereof so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday, although he does not work thereon, and that holiday happens to fall within that employee's period of leave of absence, the days in that period shall be reckoned in addition to that holiday.

(d) Any employee who voluntarily leaves or is discharged from his employment after he has been in such employment for at least six complete consecutive calendar months shall be paid a bonus of one day's pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder, the day's pay to be at the ordinary rate for the class of work usually being done by the employee about the time when he so leaves or is discharged.

Provided that where leave of absence for two days instead of one day should have been given in pursuance of sub-clause (b) hereof and has not been so given, such employee shall be paid a bonus of two days' pay in respect of each day of leave of absence that has not been so given.

(e) If the employee is a piece-worker the pay to be given for the period of leave of absence or as a bonus where leave is not given shall be at the rate fixed for a time-worker doing the same class of work as that of the employee.

(f) Where the employer is a successor or assignee or transferee of a business, and if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, the employee in respect of the period during which he was in the service of the predecessor shall for the purposes of this clause be deemed to have been in the service of the employer.

(g) For the purposes of this clause the service shall be deemed to have continued and to continue unbroken and constant notwithstanding any interruption or determination of the employment by the employer if such interruption or determination has been or be made merely with the intention of avoiding obligation hereunder in respect of leave of absence or bonus.

(h) For the purposes of this clause, calendar months shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and, if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

(9) OVERTIME.—(a) Subject to the following, and except as to shift-workers, all time worked outside ordinary hours as prescribed in Clause 6 hereof, shall be paid for as overtime at the rate of time and a half for the first two hours and double time thereafter.

(b) Except as to shift-workers all work performed on Sunday and the holidays prescribed in Clause 7 hereof shall be paid for at double rates.

(c) For all time worked outside the hours of commencing and finishing shift as agreed under Clause 5 hereof and for all time worked in excess of 48 hours per week shift-workers shall be paid overtime at the rate of time and a half for the first two hours and double time thereafter. Provided that for all work performed on the first shift on Sunday, whether overtime or not, double rates shall be paid. Notwithstanding anything contained in this sub-clause an employee may be worked one first shift on Sunday in each four weeks without payment of overtime provided that his total hours of work during such four weeks do not exceed 168.

(d) Work performed during meal hours shall be paid for at double time rates.

(e) The following overtime work, including such work on a Sunday or a holiday as set out in sub-clause (a), (b), and (c) hereof shall be paid for at the rate of time and a half:—

(i) The effecting of repairs or renewals to and the cleaning of plant or machinery, or the emptying of cooler, where immediately necessary in order to enable work to proceed forthwith.

(ii) Emergency work, including thereunder the loading of wet glue or gelatine materials into lime pits or dollies on Saturday afternoon, the dropping of material from the dollies into trucks prior to loading boiling pans, the skimming of fat from glue pans in the boiling rooms and such other work as owing to the nature of the trade necessitates the immediate as distinct from the ordinary treatment of material to save it from going bad or its removal after it has gone bad.

(10) MIXED FUNCTIONS.—An employee engaged for more than half of one day on duties carrying a higher rate of pay than his ordinary classification shall be paid the higher rate for such day.

(11) PAYMENT OF WAGES.—(a) Wages shall be paid weekly not later than Thursday in each week at the works. Not more than two days' pay over and above that becoming due shall be kept in hand.

(b) Wages shall be paid in the employer's time or within five minutes of finishing time. If an employee be kept waiting for payment more than five minutes after finishing time he shall be paid overtime rates for the time so kept waiting.

(c) Should an employee be dismissed during the course of a week he shall be paid at the usual place of payment on demand there by him any wages which are legally due to him within fifteen minutes of dismissal.

(12) TOOLS OF TRADE.—The employer shall provide tools and implements of trade, leggings, aprons, gloves and respirators necessarily required by the employee in the performance of his duties.

(13) ACCOMMODATION.—Accommodation shall be provided for employees when changing their clothes and for washing. An adequate supply of drinking water and boiling water shall also be provided.

(14) SHOP STEWARDS OR UNION REPRESENTATIVE.—(a) Shop stewards appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom they represent.

(b) The secretary or branch secretary of the union shall be allowed to visit the dining rooms during lunch hour to interview employees.

(15) POSTING DETERMINATION AND NOTICES.—The employer shall permit notice boards to be erected in a prominent position in his establishment for the purpose of posting any notices thereon in connexion with the legitimate business of the union. All such notices shall be signed by the branch secretary of the union.

(16) DEFINITIONS.—"Union" means the Australian Saddlery Leather, Leather, Sail, Canvas, Tanning, Leather Dressing, and Allied Workers Trades Employees Federation.

"Double time rates" or "rate of double time" shall mean, when applicable to ordinary or shift hours of work on a week day, holiday or Sunday, the ordinary hour rate payable as part of the weekly wage and, in addition, a rate equal to such ordinary hour rate: when applicable to hours worked outside the ordinary or shift hours on the days mentioned or in excess of 48 hours per week or 176 hours per four weeks the terms shall mean twice such ordinary rate.

"Casual worker" means an employee (other than a regular employee) employed by the hour.

"First or day shift" means any shift commencing at 6 a.m. or the first shift commencing thereafter.

"Junior" means a male person under the age of 21 years.

(17) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out for males in clause (2) are based upon the following basic wage, and, pursuant to 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. The basic wage shall be adjusted as prescribed in clause (18):—

BASIC WAGE.

Place.	Needs Basic Wage (Adjustable).	Constant Loading.	War Loading.	Total Basic Wage.	Index Number Set Assigned.
	Per Week. £ s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. £ s. d.	
Within the area to which this Determination applies ..	4 1 0	6 0	4 6	4 11 6	Melbourne

(18) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in November, 1941, the amount of the basic wage shall be as prescribed in clause (17).

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs 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 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) Adjustment is to be based upon the equating of index number 1,000 with a wage of 81s.
- (ii) The index number set to be applied to a placé is that assigned thereto in clause (17).
- (iii) The index number for the calendar quarter next preceeding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (iv) The amounts assigned in the following table (or in any extension thereof) to the index number division comprising that number are to be ascertained.
- (v) The basic wage shall be of those assigned amounts during such period of or near a quarter.

TABLE.

Index Number Divisions.	Needs Basic Wage (adjustable).	Constant Loading.	War Loading.	Total Basic Wage.
	Per Week. £ s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. £ s. d.
797-808	3 5 0	} 6 0	} 4 6	3 15 6
809-820	3 6 0			3 16 6
821-833	3 7 0			3 17 6
834-845	3 8 0			3 18 6
846-858	3 9 0			3 19 6
859-870	3 10 0			4 0 6
871-882	3 11 0			4 1 6
883-895	3 12 0			4 2 6
896-907	3 13 0			4 3 6
908-919	3 14 0			4 4 6
920-932	3 15 0			4 5 6
933-944	3 16 0			4 6 6
945-956	3 17 0			4 7 6
957-969	3 18 0			4 8 6
970-981	3 19 0			4 9 6
982-993	4 0 0			4 10 6
994-1006	4 1 0			4 11 6
1007-1018	4 2 0			4 12 6
1019-1030	4 3 0			4 13 6
1031-1043	4 4 0			4 14 6

Any extension of this table must be of the same construction as the table.

(c) The amounts of the weekly rates for juniors in clause 3 are based upon those set out in sub-clause (d) hereof which were fixed on a needs basic wage of 72s. per week (the average of the basic wage for Sydney and Melbourne), and such rates shall be adjusted proportionately to the average of the needs basic wage for Sydney and Melbourne calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded, and shall accord with the rates payable from time to time under the appropriate award of the Commonwealth Court of Conciliation and Arbitration.

(d) The rates shown hereunder are those upon which adjustments are to be made in accordance with Sub-Clause (c) hereof.

	Adjustable Portion of Wage.	Constant Loading.	War Loading.
	Per Week. s. d.	Per Week. s. d.	Per Week. s. d.
14 to 15 years of age	14 6	0 6	0 6
15 to 16 years of age	21 0	0 6	0 6
16 to 17 years of age	28 0	1 0	1 0
17 to 18 years of age	35 6	1 0	1 0
18 to 19 years of age	42 0	1 6	1 6
19 to 20 years of age	49 6	2 0	2 0
20 to 21 years of age	56 0	2 0	2 0

A. C. TINGATE, P.M., Chairman.

F. MCGREGOR, Secretary.

Melbourne, 5th August, 1941.



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FRIDAY, AUGUST 15.

[1941

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

NOTES.—(a) 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 made thereunder; such portion of the City of Sandringham as is not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warramboul; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(b) On the 21st December, 1922, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed whole or part time selling confectionery or pastry in any place in which the business of a restaurant is carried on, and such power was conferred exclusively on the Restaurant Board.

(c) On the 4th December, 1929, the power to determine the lowest prices or rates which may be paid to any persons employed in any bread shop was taken from the Shops Board No. 18 (Miscellaneous Shops) and conferred exclusively on the Shops Board No. 19 (Confectionery, Pastry, Fruit, and Vegetable).

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 persons employed in confectionery and pastry shops, or fruit and vegetable shops," has made the following Determination, namely:—

(1) That on the 28th August, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.						Other Employees.		
Males.			Females.					
Wages per week of 46 hours.			Wages per week of 46 hours.			Wages per week of 46 hours.		
			In any shop wherein employees' wages are subject solely to this Determination.		In any other Shop.			
	s.	d.		s.	d.		s.	d.
15 years of age or under	21	9	15 years of age or under	19	3	15 years of age or under	20	0
16 years of age	27	6	16 years of age	21	9	16 years of age	22	9
17 " "	33	6	17 " "	26	9	17 " "	28	6
18 " "	42	3	18 " "	31	6	18 " "	33	6
19 " "	51	3	19 " "	36	9	19 " "	39	3
20 " "	61	6	20 " "	43	3	20 " "	45	9
<p>PROPORTION (in any Shop or Place).</p> <p>One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.</p>								
						<p>MALES—</p> <p>21 years of age 67 3</p> <p>22 years of age 78 0</p> <p>23 years of age or over .. 90 3</p>		
						<p>FEMALES—</p> <p>In any shop wherein employees' wages are subject solely to this Determination 52 9</p> <p>In any other shop 57 9</p>		

(3) OVERTIME.—Any employee who in any week works for any time in excess of 46 hours shall be paid for such extra time at the rate of time and a half.

(4) SPREAD OF HOURS.—The period between the time of commencing work and the time of finishing work on any day shall not exceed ten hours, except on one day per week, when the period concerned shall not exceed twelve hours.

(5) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 23 hours, at the ordinary wages rate with an addition of thirty-three and one-third per centum, and for time worked beyond the 23 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

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(6) REFERENCES.—Every employee, on the termination of his or her engagement, shall be given by the employer, if the employee so desires, a certificate setting out the employee's length of service and qualifications.

(7) SPECIAL RATES.—Time and a half shall be paid for all work done on Sundays, or any of the undermentioned public holidays, viz.—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* as are within the area to which this Determination applies), Melbourne Cup Day, Anzac Day, Christmas Day or Boxing Day. If any other day be substituted by Act of Parliament or Proclamation for any of the abovementioned holidays, the special rate shall be payable only for work done on the day so substituted.

(8) SICK LEAVE.—Any employee not attending for duty, who has had not less than 12 months' service with the same employer, shall be paid for the actual time lost if such employee produces or forwards, within 24 hours of the commencement of such absence, evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence.

Provided that the employer shall not be obliged to pay the employee for such absence in respect of more than six days in any one year commencing from the 1st December.

(9) ANNUAL HOLIDAYS.—Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted holidays on full pay for a period of twelve consecutive working days in each year (exclusive of the holidays specified in clause (7)), and such holidays shall be given within three months of completion of each twelve months' service. Should an employee's services be terminated for any reason other than misconduct at any time after six months' service but before the expiration of any period of twelve months he shall be entitled to *pro rata* holidays on full pay; but should an employee be dismissed at any time for misconduct before the expiration of any period of twelve months of such employment, he shall not be entitled to any annual leave or any *pro rata* payment in lieu thereof. Fourteen days' notice shall be given by the employer to the employee before the latter commences his annual holidays aforesaid.

(10) PAYMENT OF WAGES, ETC.—Payment of all wages, overtime, special rates, and allowances due shall be made during working hours not later than Thursday each week.

(11) BICYCLE ALLOWANCE.—Where any person uses his or her own bicycle in the delivery or collection of goods for the employer, or in connexion with the employer's business, such person shall receive the sum of 2s. 6d. weekly in addition to any rate prescribed otherwise by this Determination.

(12) CLOTHING ALLOWANCE.—Where any person wears, whilst at work, any washable outer-garment, dress, or headwear, such garment, dress, or headwear shall be supplied free of charge by the employer. The employer shall defray the cost of any necessary laundering of such garment, dress, or headwear or alternatively shall make, in addition to the payment of any rate prescribed otherwise by this Determination, a weekly allowance of 2s. 6d. to the wearer of such garment, dress, or headwear.

(13) TIME AND WAGES RECORD.—The employer shall keep a time and wages record in the English language showing the name, age and sex of each worker, the number of hours worked each week, and the wages and overtime paid each week.

Such record shall be open for inspection by a duly accredited representative of any of the following bodies, viz.—The Shop Assistants and Warehouse Employees' Federation of Australia, the Victorian Refreshment and Confectionery Shopkeepers' Association, the Melbourne and Metropolitan Retail Fruiterers and Greengrocers' Association, and the Victorian Master Pastrycooks' Association.

(14) REST PERIODS.—All employees 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 luncheon interval; (b) the second of ten minutes to be allowed between the usual luncheon interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

(15) MEAL INTERVALS.—Every person shall be allowed and shall receive the following meal intervals, with permission to leave the shop during the whole of such intervals, viz.—

On each day when work is done—1 hour for lunch, to be taken between 12 noon and 3 p.m.

On each day when work is done after 7.30 p.m.—An additional interval of three-quarters of an hour, to be taken between 5 p.m. and 7.15 p.m.

(16) TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker, or a week's wages paid or forfeited, as the case may be, in lieu thereof.

(17) POSTING OF DETERMINATION.—A copy of this Determination shall be kept posted at or near the entrance to any shop or place to which it applies.

J. K. McCASKILL, Chairman.

REX L. CECIL, Secretary.

Melbourne, 6th August, 1941.