



# VICTORIA GOVERNMENT GAZETTE.

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[1941

Factories and Shops Acts.

## DETERMINATION OF THE BOTTLE COVERS 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 appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of making bottle covers of straw" has made the following Determination, namely:—

(1) That on the 29th March, 1941, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Improvers.*					Other Employees.				
Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
				<i>s. d.</i>	Adults				<i>s. d.</i>
Under 17 years of age	..	..	..	29 6	..	..	..	..	92 6
17 years of age	..	..	..	37 6					
18 years of age	..	..	..	50 0					
19 years of age	..	..	..	58 0					
20 years of age	..	..	..	66 6					
PROPORTION (IN ANY PLACE).									
<i>Improvers.</i>									
Four improvers for every adult worker.									
*The Board has determined, in accordance with section 25 (1) of the <i>Factories and Shops Act 1934</i> , that the trade is so unskilled that no apprentice shall work in the trade.									

### (3) TIME OF BEGINNING AND ENDING WORK—

Time of Beginning.					Time of Ending.				
7.30 a.m.	..	..	..	..	..	12 noon	on Saturday.		
7.30 a.m.	..	..	..	..	..	5.30 p.m.	on the other working days of the week.		

### (4) OVERTIME—

For work done outside the hours specified in clause 3 .. .. . Time and a half.  
For work done within the hours specified in clause 3 but in excess of 44 hours in any week .. .. .

(5) SPECIAL RATES.—(a) Time workers:—Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day, Fuel and Fodder Picnic Day (only within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and within the shire of Keilor), and Kyneton Cup Day (only within the shire of Kyneton); 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) Piece Workers:—Ordinary piecework prices with the addition of one day's pay at ordinary time-workers' rates shall be the rate for all work done on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day, Fuel and Fodder Picnic Day (only within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and within the shire of Keilor), and Kyneton Cup Day (only within the shire of Kyneton); 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.

(6) **PAYMENT FOR HOLIDAYS.**—(a) **Time-workers.**—All time-workers shall be entitled to the following holidays without any deduction in pay; New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day, Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and within the shire of Keilor), and Kyneton Cup Day (only within the shire of Kyneton).

(b) **Piece Workers.**—All piece workers shall be entitled to the same holidays as are granted to time-workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

(7) **REST PERIOD.**—Every employee employed on time wages shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

(8) **ORDINARY WEEK'S WORK.**—The number of hours to constitute an ordinary week's work shall be forty-four.

(9) **TERMINATION OF EMPLOYMENT.**—Seven days' notice of termination of employment shall be given by either employer or worker, except in cases of misconduct.

(10) **SICK PAY.**—Any employee not attending for duty who has had not less than twelve months' service with the same employer shall not lose his pay 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 non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than four days in each year commencing from the 22nd November. Piece workers shall be paid at time-workers' rates for any day or days they are so absent on account of personal ill-health or accident.

(11) **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 as holidays with pay the working days between the Christmas holidays and New Year's Day. Notwithstanding anything contained in this clause, an employer may require his employees to continue work on the working days between the Christmas holidays and New Year's Day, in which case he shall grant within four months thereafter to every employee so entitled a continuous holiday equivalent to the working days between the Christmas holidays and New Year's Day, provided that for the purposes of this Clause, any service prior to the 1st December, 1940, shall not be taken into account. Piece workers shall be paid at time workers' rates whilst on annual leave in accordance with the provisions of this clause.

(12) **PIECEWORK.**—The lowest piecework price to be paid for the making of bottle covers of straw shall be at the rate of 6s. 9d. per thousand covers.

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

L. SHEEHAN, Secretary.

Melbourne, 14th March, 1941.