



# VICTORIA GOVERNMENT GAZETTE.

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[1942

Factories and Shops Acts.

## DETERMINATION OF THE TANNERS (FURRED SKINS) 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 a tanner of all kinds of furred skins, or a dresser or a dyer of such skins," has made the following Determination, namely:—

- (1) That on 6th June, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.  
(2)

Apprentices or Improvers.				Other Employees.				
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.				
	Males.	Females employed in beaming, fleshing or slickering of any furred skins.	Other Females.	<i>Males.</i>				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	Beam fleshers, pullers on upright knife, shavers	..	£	<i>s. d.</i>	
14 to 15 years of age ..	17 3	54 0	15 0	Operators of rotary shaving knife .. ..	..	5	13 6	
15 to 16 ..	23 3		17 3	Other males .. ..	..	4	18 0	
16 to 17 ..	31 9		22 6	<i>Females.</i>				
17 to 18 ..	39 9		29 9	Females employed in beaming, fleshing, or slickering	..	..	..	..
18 to 19 ..	51 6		37 3	of any furred skins .. ..	..	5	13 6	
19 to 20 ..	60 6		44 0	Other females .. ..	..	2	14 0	
20 to 21 ..	75 3	98 0	49 3					
<p>PROPORTION (IN ANY PLACES).</p> <p><i>Apprentices and Male Improvers.</i></p> <p>Two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Female Improvers.</i></p> <p>One female improver to one, Three female improvers to two, And thereafter, Three additional female improvers to every two additional</p> <p>} Female workers receiving not less than the minimum wage.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.</p>								

- (3) DEFINITIONS.—“Flesher” is an adult person removing flesh from raw wet skins on a beam or upright knife.  
 “Shaver” is an adult person shaving partly dressed skins with a sharp-edged knife.  
 “Puller” is an adult person employed pulling wet raw skins over an upright knife.

(4) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be 44.

(5) TERMS OF EMPLOYMENT.—(a) That 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 the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(d) No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(6) SHIFTS—

(a) Day Shift.—The times of beginning and ending work shall be:—

Time of Beginning (not earlier than)—	Time of Ending (not later than)—
8 a.m. .. .. .	1 p.m. on Saturday.
8 a.m. .. .. .	6 p.m. on the other working days of the week.

Provided that if the majority of the employees in any department desire to begin work at 7.30 a.m., the work may begin in that department at 7.30 a.m.

(b) Afternoon, Night, or Other Shift—

(i) Hours.—The hours of duty on any shift other than day shift shall be arranged mutually between the employer and the majority of the employees, providing that 9 hours shall be the maximum duration of such shift.

(ii) Wages.—An addition of 5 per centum shall be added to the rates fixed for a day shift.

(7) OVERTIME.—All time worked—

(a) Outside the times of beginning and ending work prescribed in clause 6 (a) and agreed upon in 6 (b).

(b) Within such times, but in excess of 44 hours in any one week shall be paid at the rate of time and a half for the first four hours' work and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(8) HOLIDAYS.—All employees shall be granted the following holidays without deduction of pay, viz.:—Good Friday, Labour Day, Christmas Day, Boxing Day, New Year's Day, and the intervening working days between the two last named holidays. If any of the above holidays occur on a Saturday or a Sunday and are not observed on any other day, then employees shall not be paid for such Sunday and shall be paid for such Saturday as for a half day. Provided that any employee who has been in the service of an employer for less than six months shall only be entitled to holiday payment for one day of each month of service in lieu of the aforementioned holidays.

When employment is terminated within twelve months and after three months' service, payment equivalent to one day's pay for each month of service shall be paid in lieu of the above holidays. Provided, however, that in no circumstances shall payment be made for more than ten holidays in any one year of service, the year to commence on 1st January.

(9) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Good Friday, Labour Day (21st April), Christmas Day, or Boxing Day, and the intervening working days between Boxing Day and 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.

(10) MEAL TIME.—Meal time shall be taken between 12 noon and 2 p.m.

(11) TOOLS AND APPLIANCES.—Every employer shall provide gloves, apron, leggings with vamps attached, or rubber boots for wet work, or any tools or implements of trade required by employees in the performance of their duties.

(12) RIGHT OF ENTRY OF UNION OFFICIAL.—A duly accredited representative of the Australian Saddlery, Leather, Sail, Canvas, Tanning, Leather Dressing and Allied Workers' Trades Employees' Federation shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the employer or his representative.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative in all be in any establishment at any one time.
- (d) That no one representative visit an establishment more than once a fortnight.
- (e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

(13) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for adult males set out in clause (2) are based upon the following basic wage 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 basic wage.

Provided that the wages of any female for whom an amount in excess of 92s. per week has been fixed shall receive the same adjustment as a male adult. The rates of all females (other than those fixed at a rate in excess of 92s. per week) and male apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (14).

*Basic Wage.*

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 4 6 0	Melbourne

(14) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in August, 1942, the amount of the basic wage shall be as proscribed in clause (13).

(b) During each future successive period beginning with the first pay period to commence in an August, a November, a February or a May, the amount of the 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 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:—

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
772-783 .. .. .	3 3 0	920-932 .. .. .	3 15 0
784-796 .. .. .	3 4 0	933-944 .. .. .	3 16 0
797-808 .. .. .	3 5 0	945-956 .. .. .	3 17 0
809-820 .. .. .	3 6 0	957-969 .. .. .	3 18 0
821-833 .. .. .	3 7 0	970-981 .. .. .	3 19 0
834-845 .. .. .	3 8 0	982-993 .. .. .	4 0 0
846-858 .. .. .	3 9 0	994-1006 .. .. .	4 1 0
859-870 .. .. .	3 10 0	1007-1018 .. .. .	4 2 0
871-882 .. .. .	3 11 0	1019-1030 .. .. .	4 3 0
883-895 .. .. .	3 12 0	1031-1043 .. .. .	4 4 0
896-907 .. .. .	3 13 0	1044-1055 .. .. .	4 5 0
908-919 .. .. .	3 14 0	1056-1067 .. .. .	4 6 0

R. J. EDWARDS, Chairman.

E. G. WILLIAMS, Secretary

Melbourne, 22nd May, 1942.

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