VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Chalk and Crayon Section.)

NOTES.—(*a*) This Determination applies to the whole of the State of Victoria.

(*b*) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act* 1936, that is to say :—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lamp-shades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

Mineral earths by milling, grinding, or pulverizing rocks, earths, or clays other than mineral ores.

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 following trades and branches of trades, that is to say :—

Renovating carpets ;
Preparing feathers ;
Treating flax ;
Treating pyrites and other metalliferous ores ;
Mixing seed and making poultry foods ;
Glass badging :
Gold stamping ;
Ivory working ;
Show-card and ticket-writing ;
Manufacturing or preparing—
Abrasive paper or cloth ;
Asbestos articles ;
Blue prints ;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board ;
Button badges ;
Carbon articles ;
Chalk, crayons, or other articles from mineral earth
Cinematograph film ;
Composition flooring ;
Cutlery ;
Artificial flowers and bouquets ;
Paper articles not subject to any Board heretofore appointed ;
Honey ;
Ink or adhesives ;
Lead and shot ;
Silk or parchment lamp shades ;
Mica products ;
Fishing and other nets ;
Ornaments for cakes ;
Plaster models ;
Sporting goods not provided for under any Board heretofore appointed ;
Surgical instruments ;
Toys ;
Watch cases"

has made, **in respect of the manufacturing or preparing of chalk, crayons, or other articles from mineral earth,** the following Determination, namely ;—

(1) That, on and after 7th September, 1942, the adjusted Determination for this section which came into force as from the beginning of the first pay period to commence in August, 1942, shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.

Males.	s.	d.	Females.	s.	d.
1st year's experience ..	19	6	1st six months' experience	15	9
2nd " " ..	27	6	2nd " " "	19	6
3rd " " ..	38	0	3rd " " "	23	3
4th " " ..	51	3	4th " " "	27	0
5th " " ..	65	6	5th " " "	30	9
6th " " ..	75	6	6th " " "	34	9
7th " " ..	80	6	7th " " "	38	6
			8th " " "	43	6

and thereafter the minimum wage.

Proportion.

One male improver to each male person receiving not less than the minimum wage.
Three female improvers to each female person receiving not less than the minimum wage.

(b) Other Employees.

	s.	d.
Grinding mill attendant	98	0
Person engaged in testing and/or checking formulae	104	0
Person in charge of mixing ingredients and making chalks from given formulae ..	99	0
Persons not otherwise provided for—		
Males	94	0
Females	51	6

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5) ; or
(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for 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.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(8) 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.

(9) REST PERIOD FOR FEMALES.—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

(10) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) 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 wages of improvers and of female adults 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, and to be made upon the rates prescribed by the original Determination for this Section, which came into force on the 20th December, 1937.

The basic wage shown hereunder shall be adjusted as prescribed in clause (11).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	4 8 0	Melbourne

(11) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in November, 1942, the amount of the basic wage shall be as prescribed in clause (10).

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

(i) The index number set to be applied to a place is that assigned to Melbourne.

(ii) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.

(iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(iv) The basic wage shall be of that amount assigned during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
834–845	3 8 0	970– 981	3 19 0
846–858	3 9 0	982– 993	4 0 0
859–870	3 10 0	994–1006	4 1 0
871–882	3 11 0	1007–1018	4 2 0
883–895	3 12 0	1019–1030	4 3 0
896–907	3 13 0	1031–1043	4 4 0
908–919	3 14 0	1044–1055	4 5 0
920–932	3 15 0	1056–1067	4 6 0
933–944	3 16 0	1068–1080	4 7 0
945–956	3 17 0	1081–1092	4 8 0
957–969	3 18 0	1093–1104	4 9 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 7th August, 1942.

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