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[1942

Factories and Shops Act.

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER).

(2) By Orders in Council made on the 10th September, 1913, and 21st October, 1930, power was conferred on the Coal and Coke Board to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in any business or occupation connected with the sale or distribution of coal or coke by any—

- (a) coal importer;
(b) coal mine owner;
(c) gas company;
(d) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company.

(d) employed handling or distributing brewers or distillers' grains"—

(1) That on the 9th January, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) (i)

Improvers.			Other Employees.		
WAGES PER WEEK OF 44 HOURS.			WAGES.		
			(a) In Hay, Corn, or Chaff Stores.		
			(b) Employed handling or distributing brewers or distillers' grains		
			Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store		
			Drivers of motor wagons—		
			(a) having a capacity of 2 tons or less		
			(b) having a capacity exceeding 2 tons, but not exceeding 4 tons		
			(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer		
			Carters driving one horse		
			Carters driving two horses		
			And for every additional horse..		
			All others		
			Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.		
			All other parts of Victoria where this Determination applies.		
s. d.			s. d.		
Under 17 years of age 38 6			103 0 per week of 44 hours		
17 years of age .. 45 0			106 0 per week of 44 hrs.		
18 55 6			100 0 .. 44 ..		
19 61 6			102 0 .. 44 ..		
20 68 0			108 0 .. 44 ..		
			111 0 .. 44 ..		
			93 0 .. 44 ..		
			96 0 .. 44 ..		
			101 0 .. 44 ..		
			0 6 extra per day .. 0 6 extra per day		
			96 0 per week of 44 hours 99 0 per week of 44 hrs.		

See also Clauses (2) (ii) and (iii)

No. 9.—15626/41.

See also Clauses (2) (ii) and (3)

Improvers.	Other Employees.		
	WAGES—continued.	Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol.	All other parts of Victoria where this Determination applies.
PROPORTION.	Wood Yards, or Wood, Coal, and Coke (Combined) Yards.		
One improver to the first four or fraction of four workers receiving not less than 91s. per week of 44 hours, and thereafter one improver to each additional four such workers.	Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard ..	s. d. 96 0 per week of 44 hours	s. d. 99 0 per week of 44 hours
	Drivers of motor wagons—		
	(a) having a capacity of 2 tons or less ..	97 0 " 44 "	100 0 " 44 "
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	102 0 " 44 "	105 0 " 44 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	108 0 " 44 "	111 0 " 44 "
	Carters driving one horse ..	93 0 " 44 "	96 0 " 44 "
	Carters driving two horses ..	98 0 " 44 "	101 0 " 44 "
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day ..
	All others ..	91 0 per week of 44 hours	94 0 per week of 44 hours
	Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.		
	Drivers of motor wagons—		
	(a) having a capacity of 2 tons or less ..	97 0 per week of 44 hours	100 0 per week of 44 hours
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	102 0 " 44 "	105 0 " 44 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	108 0 " 44 "	111 0 " 44 "
	Carters driving one horse ..	93 0 " 44 "	96 0 " 44 "
	Carters driving two horses ..	98 0 " 44 "	101 0 " 44 "
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day ..
	All others ..	107 0 per week of 44 hours	110 0 per week of 44 hours
	Firewood Saw Mills (i.e., Places where Mechanical Power is used to Saw Firewood).		
	Benchmen ..	96 0 per week of 44 hours	99 0 per week of 44 hours
	Drivers of motor wagons—		
	(a) having a capacity of 2 tons or less ..	97 0 " 44 "	100 0 " 44 "
	(b) having a capacity exceeding 2 tons, but not exceeding 4 tons ..	102 0 " 44 "	105 0 " 44 "
	(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer ..	108 0 " 44 "	111 0 " 44 "
	Carters driving one horse ..	93 0 " 44 "	96 0 " 44 "
	Carters driving two horses ..	98 0 " 44 "	101 0 " 44 "
	And for every additional horse ..	0 6 extra per day ..	0 6 extra per day ..
	All others ..	92 0 per week of 44 hours	95 0 per week of 44 hours

See also Clauses (2) (ii) and (3).

(2) (ii) EXTRA RATES.

	per week.
	s. d.
Further additional amount for a person employed handling or distributing brewers' or distillers' grains ..	3 0
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties ..	1 0

(3) ALLOWANCES.—(i) To the amounts otherwise prescribed in this Determination shall be added the following:—

- (a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. 1s. per day
- (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit .. An extra 1s.

(ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.

(iii) The employer shall provide suitable washing conveniences for any employee mentioned in sub-clause (i) hereof, together with hot water or some other efficient cleansing material.

(4) The Board determines that no person shall be employed as an apprentice.

(5) TIMES OF BEGINNING AND ENDING WORK—

Time of Beginning.	Time of Ending.
7.30 a.m. ..	12 noon the day the half-holiday is usually observed.
7.30 a.m. ..	5.15 p.m. five days in the week.

(6) OVERTIME—

(a) Carters.

- Outside the times of beginning and ending work as herein fixed .. Time and a half.
- Within the times of beginning and ending work in excess of the number of hours fixed in this Determination as a week's work—first four hours' work—ordinary rate; thereafter .. Time and a half.

(b) All Others.

- Between midnight and 7.30 a.m. .. Double time.
- At any other time outside the times of beginning and ending work as herein fixed .. Time and a half.
- Within the times of beginning and ending work in excess of the number of hours fixed in this Determination as a week's work—first four hours' work—ordinary rate; thereafter .. Time and a half.

(7) **HOLIDAYS AND SUNDAY WORK.**—Employees shall be entitled to absent themselves from work without loss of pay on the under-mentioned public holidays, viz.:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, Fuel and Fodder Trades' Annual Holiday, King's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the City of Sandringham as are not included within the said Metropolitan District), Christmas Day, and Boxing Day. Work done on Sundays or on any of the specified public holidays shall be paid for as follows:—

(a) On Sundays—

- (i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock .. Time and a half;
 (ii) All other work Time and three-quarters.

(b) On any of the specified public holidays—

- (i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock .. Time and a half;
 (ii) All other work Double time.

If any other day be substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, the special rate prescribed shall be payable only for work done on the day so substituted.

(8) **TIME WAGES.**—Any person employed in a factory or shop 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 22 hours as follows:—

- (a) in any week in which two or more public holidays occur .. At the ordinary wages rate with an addition of fifty per centum.
 (b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third 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.

(9) **CASUAL LABOUR.**—Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work shall be paid at the rate of time and a third.

(10) **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 one week's holiday (exclusive of the holidays prescribed in Clause (7)) in each year on full pay, and such holiday shall be given within two months of the completion of the twelve months' service.

Provided that any person whose service terminates after not less than six months, but less than any period of twelve months, shall be granted leave *pro rata*.

(11) **SICK LEAVE.**—No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than four days in any year, commencing on 1st December annually, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that the same is not the result of his own misconduct.

(12) **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. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

PIECE-WORK.

WOOD OR COAL.

(13) The lowest piece-work prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

Cutting Wood.

4-ft. or over—one cut.. .. . per ton 2s. 6d.

Splitting Wood.

Box, redgum, or ironbark	per ton (40 cubic feet)..	3s. 2d.
Box, redgum, or ironbark	" (by weight)..	4s. 5d.
Culled box, redgum, ironbark	"	5s. 10d.
Blocks (box, redgum, or ironbark)	per truck (Standard I.)	30s. 1d.
1-ft. blocks, common wood	per ton (40 cubic feet)..	2s. 8d.
2-ft. blocks, common wood	"	2s. 3d.
1-ft. blocks, common wood	per truck (Standard I.)	21s. 8d.
2-ft. blocks, common wood	"	20s. 7d.
Mallee roots	per ton (by weight) ..	4s. 6d.

Loading Wood.

Split box, redgum, or ironbark (culled or otherwise)	per ton (by weight) ..	9d.
Box blocks	"	9d.
1-ft. blocks, common wood	per ton (40 cubic feet)..	9d.
2-ft. blocks, common wood	"	9d.
1-ft. culled common wood	"	9d.

Unloading Wood or Coal.

Unloading wood, under 5 feet, from Standard I. truck	per truck	3s. 5d.
Unloading wood, 5 feet or over, from Standard I. truck	"	3s. 11d.
Unloading wood from Standard I. truck and trimming the stack	"	5s. 6d.
Unloading coal from trucks	"	4s. 5d.
Unloading coal from trucks and trimming same	"	5s. 9d.

Sawing Wood.

Sawing by hand 2-ft. common wood per ton (40 cubic feet).. 5s.

Bagging, Stacking, Carrying, &c.

Bagging, weighing, and assisting in loading of split wood or blocks	per ton (by weight) ..	3s. 2d.
Carrying and stacking wood	per truck (Standard I.)	5s. 6d.

Billeting Wood.

Billeting per ton (by measurement) 1s. 2d.

(14) PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.—The wages rates for adults set out in clause (2) (i) 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 wages rates and the weekly earnings of piece-workers shall be automatically increased or decreased by the same amount, and at the same time, as such basic wage. Provided that the wages of juniors 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 (15).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 4 2 0	Melbourne

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

(b) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, 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.
821-833	3 7 0	920-932	3 15 0
834-845	3 8 0	933-944	3 16 0
846-858	3 9 0	945-956	3 17 0
859-870	3 10 0	957-969	3 18 0
871-882	3 11 0	970-981	3 19 0
883-895	3 12 0	982-993	4 0 0
896-907	3 13 0	994-1006	4 1 0
908-919	3 14 0	1007-1018	4 2 0

H. J. RICHARDSON, J.P., Chairman.

REX L. CECIL, Secretary.

Melbourne, 19th December, 1941.