



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 182]

MONDAY, AUGUST 30.

[1943

Factories and Shops Acts.

## DETERMINATION OF THE TEA PACKING 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, and such portions of the City of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrambool; 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 or rates which may be paid to any person or persons (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling,” has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence in August, 1943, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Adults.				
WAGES.	MALES.		FEMALES.		WAGES.			
	Per week of 44 hours.		Per week of 44 hours.		Males.			
	s.	d.	s.	d.	Per week of 44 hours.			
14 years .. .. .	20	3	..	..	Foreman .. .. .	..	..	123s. 9d.
15 years .. .. .	26	3	24	0	Headman .. .. .	..	..	115s. 6d.
16 years .. .. .	31	0	26	9	All other adult workers .. .. .	..	..	109s. 0d.
17 years .. .. .	39	0	31	9				
18 years .. .. .	49	0	37	9				
19 years .. .. .	55	3	42	3				
20 years .. .. .	71	3	48	3				
FEMALES.				FEMALES.				
.. .. .				Headwoman .. .. .				71s. 3d.
.. .. .				All other adult females .. .. .				62s. 9d.

PROPORTION (within any factory or place).

*Apprentices.*

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 109s. per week of 44 hours.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 62s. 9d. per week of 44 hours.

*Improvers.*

One male improver to every four or fraction of four male workers receiving at wages rates or piece-work prices not less than 109s. per week of 44 hours.

One female improver to every four or fraction of four female workers receiving not less than 62s. 9d. per week of 44 hours.

## JUVENILE WORKERS.

PROPORTION.—The proportion of juvenile workers to adults shall be not more than three juvenile workers of either sex to every two adults of either sex.

## WAGES.

MALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—			
Under 16 years of age.		Under 18 years of age.	
General work, i.e., all work except—		General work, i.e., all work except—	
(a) Bulk blending, i.e., mixing;		(a) Bulk blending, i.e., mixing;	
(b) Moving by hand, unassisted, packages exceeding 35 lb. gross weight;		(b) Moving by hand, unassisted, packages exceeding 70 lb. gross weight;	
(c) Ramming with a rammer exceeding 3 lb. in weight;		(c) Ramming with a rammer exceeding 4 lb. in weight;	
(d) Packing tea with a machine other than a power-driven machine—		(d) Packing tea with a machine other than a power-driven machine—	
	Per week of 44 hours.		Per week of 44 hours.
14 years .. .. .	20s. 3d.	16 years .. .. .	31s. 0d.
15 years .. .. .	26s. 3d.	17 years .. .. .	39s. 0d.
General work, i.e., all work except— Moving by hand, unassisted, packages exceeding 100 lb. gross weight—			
			Per week of 44 hours.
		18 years .. .. .	49s. 0d.
		19 years .. .. .	55s. 3d.
		20 years .. .. .	71s. 3d.
FEMALES UNDER 21 YEARS OF AGE (other than apprentices or improvers) employed at—			
Under 18 years of age.		Under 21 years of age.	
General work, i.e., all work except— Packing tea with a hand or power-driven machine—		General work, i.e., all work except— Packing tea with a hand machine—	
	Per week of 44 hours.		Per week of 44 hours.
15 years .. .. .	24s. 0d.	18 years .. .. .	37s. 9d.
16 years .. .. .	26s. 9d.	19 years .. .. .	42s. 3d.
17 years .. .. .	31s. 9d.	20 years .. .. .	48s. 3d.

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

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

## (4) OVERTIME.—Overtime shall be paid for as follows:—

- (a) Within the hours provided in clause (3) in excess of 44 hours in any week—time and a half.  
 (b) Outside the hours provided in clause (3)—time and a half for the first two hours and double time thereafter.

(5) HOLIDAYS.—Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, or Boxing Day, and within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day, and after 12 noon on Show 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.

(6) SPECIAL RATES.—Any employee who is required to work on a Sunday or any day mentioned in Clause (5) shall be paid double time for such work.

(7) 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.

(8) SICK PAY.—Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than 12 months' service and he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her 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 six days in each year commencing from the 23rd April.

(9) ANNUAL LEAVE.—All employees shall be granted one week's leave of absence on full pay, on completion of each twelve months' service with an employer.

Should an employee's services be terminated (other than for misconduct) before the completion of any twelve months of service, he or she shall be entitled to a pro rata leave of absence or payment in lieu of same. An employee dismissed for misconduct is not entitled to this leave of absence or payment.

(10) PAY DAY.—Employees shall be paid on a day not later than Thursday in each week.

(11) POSTING OF DETERMINATION.—A copy of this Determination shall be posted in a conspicuous place at or near the entrance of each floor in a building if any employees are employed on such floor at any work covered by this Determination.

(12) REST PERIOD.—An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

(13) MEAL ALLOWANCE.—Any employee who is required to work overtime for one hour or more on any day shall receive a meal allowance of one shilling and sixpence for each day he or she is so required to work.

## (14) DEFINITIONS.—

Foreman: A person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees.

Headman or Headwoman: A person on a floor who directs other employees in their work and who is held responsible for work done on that floor notwithstanding he or she may be under the orders or takes instructions from the foreman.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 24th August, 1943.