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[1943

Factories and Shops Acts.

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS 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 which now has the power to determine the lowest prices or rates which may be paid—

(a) to any person employed—

- (i) as a Storeman, Packer, or Sorter ;
- (ii) in assisting a Storeman, Packer or Sorter ;
- (iii) as an assembler, collector, or checker of goods in course of receipt or despatch ;

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards :—

Aerated Water Trade Board	Furniture Board (Wood Mantelpiece or Overmantel)	Printers Board (Provincial)
Agricultural Implements Board	Glassworkers Board	Retail Dairy Board
Bedstead Makers Board	Grocers Sundries Board	Rubber Trade Board
Biscuit Board	Ham and Bacon Curers Board	Shops Board No. 1 (Boot Dealers)
Boarding Houses Board	Hotel and Restaurant Board	Shops Board No. 7 (Country Shop Assistants)
Brewers Board	Ice Board	Shops Board No. 9 (Drapers and Men's Clothing)
Butter Board	Jam Trade Board	Shops Board No. 12 (Fuel and Fodder)
Butter Factories Board	Leather Goods Board	Shops Board No. 13 (Fuel and Fodder—Country)
Cardboard Box Trade Board	Marine Stores Board	Shops Board No. 14 (Furniture Dealers)
Cigar Trade Board	Meat Preservers Board	Shops Board No. 15 (Grocers)
Condenseries Board	Millet Broom Board	Shops Board No. 16 (Hardware)
Confectioners Board	Nailmakers Board	Slaughtering for Export Board
Cordage Board	Paper Board	Tea Packing Board
Fellmongers Board	Paper Bag Trade Board	Tinmiths Board
Flock Board	Pastrycooks Board	Wholesale Grocers Board
Flour Board	Plate Glass Board	Wireworkers Board
Flour Board (Country)	Pottery Board	Woodworkers Board
Frozen Goods Board	Printers Board	Woollen and Cotton Trade Board—
Fruit Packing Board	Printers Board (Country)	
Furniture Board (Picture Frames)		

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 24th August, 1943, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 200.—8669/43.

PART I.

WAGE RATES.

2. APPRENTICES AND IMPROVERS.

	Wages Per Week of 44 Hours.					Number (In any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	73 9	24 6	27 6	26 6	24 6	<p>APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 113s. per week of 44 hours. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 112s. per week of 44 hours.</p> <p>FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 70s. per week of 44 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 68s. 3d. per week of 44 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 67s. 3d. per week of 44 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 64s. 6d. per week of 44 hours.</p>
16 to 17 years of age		32 6	31 3	33 9	31 9	
17 to 18 years of age		42 0	37 0	38 6	35 6	
18 to 19 years of age		58 9	41 6	45 6	41 3	
19 to 20 years of age		94 0	75 6	48 3	49 9	
20 to 21 years of age	113 6	92 3	55 0	56 6	52 6	

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

3. JUVENILE WORKERS.

JUVENILE WORKERS, i.e., MALES UNDER 21 YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS) EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week of 44 Hours.

	<i>s. d.</i>
Under 16 years of age	34 6
15 to 16 years of age	34 6
16 to 17 years of age	43 0
17 to 18 years of age	49 6
18 to 19 years of age	59 6
19 to 20 years of age	77 6
20 to 21 years of age	92 0

Provided that a juvenile worker called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be entitled to receive the wage fixed for an adult whilst so engaged.

4. (a)

OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 44 Hours.
	<i>s. d.</i>
Head storeman, i.e., an employee in charge of a store or a special department in a store	123 0
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men regularly under his supervision	118 0
All others	118 0

PART I.—continued.

4. (b) IN (OR ON) ANY PLACE OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Column No.	Males employed in (or on) or in connexion with—											
	Wharf, Wharf Shed, Customs Railway Shed, or Fumigating Shed.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Softgoods Warehouses.	Boot Factories, or Wholesale Chemists' or Manufacturing Establishments.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oil, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.
	1	2	3	4	5	6	7	8	9	10	11	12
	WAGES PER WEEK OF—											
	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—												
(a) Works singly	131 0	122 8	116 0	118 0	115 0	117 6	128 0	117 6	119 6	127 0	115 0	119 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—												
(a) 1, 2, 3, 4, 5, or 6 such persons	131 0	122 8	116 0	120 6	117 3	119 9	134 3	119 9	126 9	129 3	117 3	121 9
(b) 7 or more such persons	131 0	122 8	116 0	134 6	131 9	134 6	148 9	134 6	135 9	143 3	139 9	135 9
Storeman in charge of a bulk store removed from the main place of business	..	..	..	..	115 0	117 6	..	117 6	119 6	127 0	115 0	119 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	..	118 3
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	..	115 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	..	115 0
Egg packers, sorters, or testers with six months' or more experience	..	..	..	..	..	..	..	..	..	..	..	113 0
All male adults not otherwise provided for	131 0	122 8	116 0	115 0	112 0	113 0	128 0	113 0	115 0	123 0	113 0	115 0

Storemen or packers called upon to work in cool stores shall be paid 3s. 3/4d. per hour whilst so employed. This rate includes 1/11d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

* NOTE.—The rates set out in column No. 12 above apply to males employed—

- (a) (i) As storemen in Figured, Roll, and Sheet Glass Stores; and
- (ii) As storemen in Engineering Establishments, or who are in charge of, or issue stores and tools for use in such establishments.
- (b) In (or on) or in connexion with—
 - (i) Bulk paper stores or rubber goods manufacturers' stores.
 - (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
 - (iii) Hardware stores.
 - (iv) Electrical goods manufacturers' stores.
 - (v) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
 - (vi) Match factory stores.
 - (vii) Wholesale confectionery stores.
 - (viii) Bulk salt stores, stores in which stores are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed, or sorted.
 - (ix) Stove, oven, or metal goods manufacturers' stores.
 - (x) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and
 - (xi) Any place not elsewhere included in clause 4 (b).

4. (c)

FEMALES.

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollens and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	44 Hours.	Wages per 44 Hours.	Week of— 44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.
Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	67 3	74 0	79 3	67 3
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—				
(i) 1, 2, 3, 4, 5, or 6 such persons	71 3	79 3	84 0	71 3
(ii) 7 or more such persons	80 6	87 0	93 0	80 6
Females employed packing or sorting laundry work	..	..	..	70 0
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience	..	..	68 3	..
With eight weeks' or more experience	..	..	75 6	..
All female adults not otherwise provided for	64 6	69 3	67 3	64 6

PART II.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

5. CASUAL WORK.—Casual employees, i.e., persons employed for less than two consecutive weeks shall be paid at the rate of 3s. 7½d. per hour.

6. EXTRA RATE.—Whenever not more than two storemen or packers are employed handling or rolling barrels or drums, weighing over 5 cwt., for more than half an hour, they shall be paid 6d. per hour extra, whilst so employed.

7. ORDINARY WEEK'S WORK.—Forty-four hours shall constitute a week's work and they shall be worked as follows:—Eight hours per day from Monday to Friday, both inclusive, and four hours on Saturday, to be worked between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday, both inclusive, and 7 a.m. and noon on Saturday.

Subject to the above, the hours of starting and finishing may be fixed by each employer, but having been once fixed they shall not be altered without seven days' notice.

Where the industry necessitates a continuous process, three shifts of eight hours each may be worked, and overtime is to be calculated on the basis only of an excess of eight hours.

Employees required for duty in connexion with the delivery of bulk petrol may be employed on shifts, and when so employed shall be paid 6s. per week in addition to the rates prescribed in clause 4 of this Determination, provided that such shift work extends over one calendar month. Five shifts of eight hours including crib time of half an hour, and one of four hours, shall constitute a week's work.

8. OVERTIME.—(a) The following rates shall be paid for all work done:—

On Saturday, after 1 p.m.	.. .. .	Double time.
Any other time .. .. .	.. .. .	Time and a half.

(b) Provided that all meal hours, if worked, shall be paid for at double time, and such double time shall continue until a meal time is allowed, except that, should work cease before 6.30 p.m., ordinary overtime rates only will apply, and employees shall not then be paid 2s. for meals as provided in the next succeeding paragraph.

(c) Except as provided in the last preceding paragraph, weekly and casual employees when called upon to work overtime shall be allowed 2s. for each meal, unless they have been notified before ceasing work on the previous day of the intention to work overtime.

9. MEAL HOURS.—One hour on Monday to Friday, both inclusive, shall be allowed for each meal. Provided that, should any employer and the Federated Storemen and Packers' Union of Australia, Victorian Branch, agree, the meal hour in an establishment may be shortened to meet the exigencies of transport.

The hours for breakfast and dinner shall be fixed in each case by mutual arrangement, but having been once fixed, they shall not be altered without seven days' notice.

The interval for tea shall be within the hour succeeding the usual finishing time.

The interval for supper shall be between 12 midnight and 1 a.m.

10. SPECIAL RATES.—Double time shall be paid for all work done on Sundays, gazetted public holidays, and the day observed as Union Picnic Day in the Metropolitan District and Geelong respectively, provided that no day except Union Picnic Day shall be observed as a holiday if the Railways Goods Yards are open for receipt of ordinary goods on those days, and provided also that any employer requiring to deliver goods on Union Picnic Day shall have the right to employ without extra payment up to 10.30 a.m. on that day as many men as he deems necessary for that purpose.

11. HOLIDAYS.—Weekly employees shall, subject to the provisions of the preceding clause, be entitled to the holidays mentioned in clause 10 without deduction of pay.

12. TERMS OF ENGAGEMENT.—Employees are to be engaged either as weekly or casual employees. A casual employee shall be one whose period of engagement is less than two weeks.

In the case of casual employees the engagement shall be terminable at any time by either employer or employee.

In the case of weekly employees the engagement shall be terminable by a week's notice by either employer or employee: Provided that any employee, being incompetent or disobedient, or misconducting himself, may be dismissed without notice.

Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness, if required by the employer, in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

If an employee who has been continuously employed for not less than six months is dismissed through slackness of work such employee shall so far as practicable, be given first preference of employment when men are being re-engaged.

Men engaged for stacking ex ship, shall be deemed to be casual employees during the whole time they are engaged on such work.

Casual employees who are instructed to report for work at a stipulated time and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

In the event of a casual employee being instructed to report for work and his services are not required, he shall be paid for two hours at temporary rates.

13. PAYMENT OF WAGES.—Time shall be made up weekly to suit the convenience of employers and employees, and the payment of wages shall begin within five minutes after work ceases on pay day. Provided that, in the case of weekly hands, two days' wages may be kept in hand.

Casual employees shall be paid at the time of their services being dispensed with, and at the place where the work has been performed.

14. FARES.—Transport from store to store in the employers' time shall be arranged by the employers at their own expense, or the actual expense incurred shall be paid by the employers.

15. FOOTWEAR.—Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

16. TERMS OF ENGAGEMENT.—(a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week, and paid by the week, and whose engagement shall be terminable by one week's notice on either side, notice not to be continued from week to week.

(b) Such notice shall be given on and take effect from pay day, or, in lieu of such notice, a week's pay shall be given.

(c) Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.

(d) A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time.

(e) Casual employees shall be guaranteed not less than two hours every start.

(f) Weekly employees may be summarily dismissed by the employer for dishonesty, misconduct, or for absence from work without reasonable cause, without liability to pay for more than actual time worked.

(g) Where an employer is not satisfied as to the reason of an employee absenting himself from work, he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness if required by the employer; in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

PART III.—continued:

17. **CASUAL WORK.**—Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 3s. 3½d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

18. **TIMES OF BEGINNING AND ENDING WORK:—**

	Times of Beginning. Not earlier than—	Times of Ending. Not later than—
On Monday to Friday inclusive	7.30 a.m.	5.30 p.m.
On Saturday	7.30 a.m.	12 noon

19. **OVERTIME.**—The following rates shall be paid for all work done:—

Outside the times of beginning and ending work as fixed in clause 18 .. . } Time and a half for first three hours
 Within the times of beginning and ending work, in excess of 44 hours in any week } and double time thereafter

Provided that after 12 noon on Saturdays casual employees shall be paid double rates, and after 12.30 p.m. on Saturdays weekly employees shall be paid double rates.

20. **SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**—(i) 6s. per hour shall be paid for all work done on Sunday, Christmas Day, or Good Friday, and (ii) for all work done on all other statutory or gazetted public holidays observed by the Customs Authority, weekly employees shall be paid at the rate of double time in addition to their weekly wage and casual employees shall be paid at the rate of double time.

21. **HOLIDAYS.**—All statutory and gazetted public holidays observed by the Customs Authority shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

22. **MEAL HOURS.**—Meal hours shall be as follows:—

Dinner: One hour between 12 noon and 2 p.m.
 Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

23. **MEAL HOUR RATES.**—All meal hours if worked shall, except as otherwise provided, be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that should work not continue after 6 p.m. meal hour rates shall not apply.

24. **MEAL ALLOWANCE.**—Employees called upon to work overtime after 6 p.m. on Monday to Friday or 1 p.m. on Saturday shall receive a meal allowance of 2s.

25. **ANNUAL LEAVE.**—(a) Employees shall be entitled to one week's leave exclusive of any public holidays as provided in clause 21 on full pay at the expiration of each twelve months' service. The annual leave provided by this clause shall be allowed and shall be taken within three months of such leave falling due and payment shall not be made or accepted in lieu of annual leave; provided that when an employee leaves or is dismissed before the expiration of twelve months' service but on or after completing six months' service he shall be paid one sixth of a week's wages for each completed two months' service.

(b) Each employee before going on leave shall be paid a week's wage. For the purpose of this sub-clause the week's wage shall be at the rate at which the employee was ordinarily employed immediately prior to the commencement of this leave or the termination of his employment as the case may be.

(c) When the right to annual leave has accrued the employer shall give not less than one week's notice to the employee concerned of his intention to grant such leave.

26. **CARRYING HEAVY GOODS.**—Casual employees when receiving and carrying continuously for one hour or more bagged stuff, case goods, or other packages exceeding 180 lb. in weight shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both temporary employees and weekly employees shall be paid 9½d. per hour above the ordinary rates.

PART IV.

PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

27. **TERMS OF ENGAGEMENT.**—(a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Where an employer is not satisfied as to the reason of an employee absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee who has had at least three months' service with such employer was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than forty-four hours of working time in each year. For the purpose of administering this sub-clause, "year" means the period between the 1st July and the next following 30th June.

28. **ORDINARY HOURS FOR A WEEK'S WORK.**—(a) The ordinary hours for a week's work shall be 44 except in the case of any week in which any of the holidays specified in clause 34 occur.

(b) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

29. **CASUAL WORK.**—Casual work, i.e., work for less than two full weeks, other than in potato or onion stores, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds	Ordinary wages rate with an addition of twenty per cent. calculated to the nearest ½d., half or less than half of ½d. to be disregarded.
Elsewhere, except in potato or onion stores	Ordinary wages rate with an addition of thirty-three and one-third per centum.

30. **TIMES OF BEGINNING AND ENDING WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.**—Any place except Bread-making Establishments—

On the ordinary working days of the week .. .	7 a.m. .. .	6 p.m.
On Saturday, or the day on which the weekly half-holiday is observed	7 a.m. .. .	12 noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

31. **HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.**—The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced)	10 hours.

PART IV.—continued.

32 OVERTIME.—The following rates shall be paid for all work done—

(a) by persons employed in Bread-making Establishments—

In excess of the number of hours fixed in clause 31, or
In excess of the ordinary hours for a week's work prescribed in clause 28. } Time and a half.

(b) by all other persons—

Outside the times of beginning and ending work as fixed in clause 30
Within the times of beginning and ending work, in excess of the ordinary
hours for a week's work prescribed in clause 28. } Time and a half for the first three
hours and double time thereafter.

33 SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), King's Birthday, Christmas Day, or Boxing Day; provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the areas to which the Determination of the Laundry Workers Board applies; 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 days so substituted.

34 HOLIDAYS.—Weekly employees, other than persons employed in potato or onion stores, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment.

If any of the above holidays occurs on a Sunday or Saturday, and is 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, but not otherwise.

All employees working on piecework shall be granted the same holidays as are provided for weekly wage workers, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

35 PERSONS EMPLOYED IN POTATO OR ONION STORES FOR LESS THAN FULL WEEK.—Persons employed in potato or onion stores, who work less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated *pro rata*, according to the number of hours worked.

36 ANNUAL HOLIDAYS.—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 mentioned in clause 32 in each year on full pay.

Provided that if an employee is given as holidays on full pay all working days between Boxing Day and New Year's Day such ordinary working days may be regarded as part of the week's holiday to which the employee is entitled under this clause, and such other working days as will make up the balance of a week shall be granted at some other time as holidays on full pay.

Any such holiday shall be given within six months of the completion of twelve months' service.

Provided, further, that any employee, who, after completing six months' service, leaves or is dismissed before the expiration of any period of twelve months' service with the same employer, shall be entitled to *pro rata* holidays on full pay, i.e., one day for each completed two months of service.

37 MEAL ALLOWANCE.—Employees (other than those employed in egg packing establishments) required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid as follows for a meal:—

(a) Males sixteen years and over, when no notice of intention to work overtime was given the previous day..	s. d.
	1 6
(b) Males under sixteen years and all females	1 0

Provided that when any employee is notified the previous day of the intention to work overtime and overtime is not worked he or she shall be entitled to the appropriate meal allowance as herein provided.

38 REST PERIOD.—A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to female employees (other than those employed in egg packing establishments), such time to count as time worked.

39 RIGHT OF ENTRY OF UNION OFFICIAL.—A duly accredited representative of the Federated Storemen and Packers' Union of Australia 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:—

- That he produces his authority to the employer or his representative.
- That he interviews employees only at the place where they are taking their meal.
- That not more than one representative in all be in any establishment at any one time.
- That no one representative visit an establishment more than once a fortnight.
- 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 the Wages Board.

40 EMPLOYER TO PROVIDE TOOLS.—All tools which employees (other than those employed in, or on, or in connexion with Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds) are required to use in the course of their work shall be provided by the employer.

41 PIECEWORK.—The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3877), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

PART IVA.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.

42 MELBOURNE CUP DAY HOLIDAY.—Employees shall be either permitted to be absent from duty without deduction of pay from 12 noon on Melbourne Cup Day, or paid at the rate of double time for all work done after 12 noon on that day.

43 RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.—The maximum weight to be lifted by any female over eighteen years of age shall be thirty pounds.

44 REST PERIODS.—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

45 MEAL MONEY, ETC.—(a) Persons required to work on Sunday shall be given not less than two hours' work, or pay equivalent thereto, and in addition shall be paid—

- 2s. 6d. for dinner money if work continues after 12 noon; and
- 2s. 6d. for tea money if work continues after 6 p.m.

(b) Persons required to work overtime for any period in excess of one hour after the usual hour of ceasing duty on any day other than Sunday shall be paid as follows for a meal—

(i) Males sixteen years and over, when no notice of intention to work overtime was given the previous day..	s. d.
	1 6
(ii) Males under sixteen years and all females	1 0

Provided that when any employee is notified the previous day of the intention to work overtime and overtime is not worked he or she shall be entitled to the appropriate meal allowance as herein provided.

PART V.

WAGE ADJUSTMENT PROVISIONS APPLICABLE TO ALL SECTIONS.

46. PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clauses 4 (a) and 4 (b) (other than the hourly rate for storemen or packers called upon to work in cool stores) 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*, this Board hereby determines that the rates for males in the said clauses 4 (a) and 4 (b), shall be automatically increased or decreased by the same amount, and at the same time as such basic wage, provided that the wages for females in clause 4 (c), and for apprentices, improvers and juvenile workers in clauses 2 and 3, shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be in the case of juveniles in clause 3 to the nearest 6d. and in other cases to the nearest 3d.

The basic wage shown hereunder shall be adjusted as prescribed in clause 47.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Throughout the State	4 13 0	Melbourne

47. ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in November, 1943, the amount of the basic wage shall be as prescribed in clause 46.

(b) During each future period of or near a quarter 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 purpose 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 or near a quarter 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 of or near a quarter.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
994-1006	4 1 0	1118-1129	4 11 0
1007-1018	4 2 0	1130-1141	4 12 0
1019-1030	4 3 0	1142-1154	4 13 0
1031-1043	4 4 0	1155-1166	4 14 0
1044-1055	4 5 0	1167-1179	4 15 0
1056-1067	4 6 0	1180-1191	4 16 0
1068-1080	4 7 0	1192-1203	4 17 0
1081-1092	4 8 0	1204-1216	4 18 0
1093-1104	4 9 0	1217-1228	4 19 0
1105-1117	4 10 0	1229-1240	5 0 0

Any extension of this table must be of the same construction as the table.

48. The wages rates set out in clauses 5 and 17, shall be increased or decreased by the same amount and at the same time as the rates prescribed in the appropriate Award of the Commonwealth Court of Conciliation and Arbitration for the classes of persons specified in such clauses 5 and 17 of this Determination, and such adjusted rates shall be included in any adjusted Determination issued by the Secretary for Labour.

The hourly rate for storemen or packers called upon to work in cool stores shall be adjusted at the same time and at the same rate as that provided for a chamber hand in the determination of the Frozen Goods Board.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 10th September, 1943.

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WEDNESDAY, SEPTEMBER 15.

[1943

Factories and Shops Acts.

DETERMINATION OF THE PLASTER OF PARIS 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 process, trade, or business of—

(a) making plaster of paris;

(b) excavating or preparing the raw materials for plaster of paris";

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 26th August, 1943, the last 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.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.		Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 17 years of age	42 11	2 9	45 8	(a) MILL EMPLOYEES.			
17 years of age	56 1	3 9	59 10	Calciner	134 0	6 0	140 0
18 " "	69 2	4 6	73 8	Mechanical shovel attendant	124 0	6 0	130 0
19 " "	82 6	5 6	88 0	Washers, driers, baggers, firemen, wheelers and stackers	110 0	6 0	116 0
20 " "	92 2	6 0	98 2	(b) GYPSUM WORKERS.			
PROPORTION (IN ANY PLACE).				Manager in charge of gypsum pit	154 0	..	154 0
One improver to every five or fraction of five workers receiving not less than 116s. per week.				Gypsum raisers	100 0	..	100 0

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

4. Hours—

(a) *Weekly Hours.*—The ordinary number of working hours per week shall be 44.

(b) *Daily Hours.*—(i) Shift workers. A shift shall consist of eight continuous hours, inclusive of a meal break of forty minutes.

(ii) The daily hours for employees, other than shift workers, shall be eight on Mondays to Fridays inclusive and four on Saturdays.

5. TIMES OF BEGINNING AND ENDING WORK.—The time of beginning and ending work for employees, other than those employed on shift work, shall be—

Time of Beginning.	Time of Ending.
6 a.m. .. .. .	.. .. . 12 noon on Saturday.
6 a.m. .. .. .	.. .. . 5 p.m. on Monday to Friday inclusive.

6. OVERTIME.—(a) *Shift Workers.*—Any shift worker who works in excess of seven hours twenty minutes in any one day shall be paid at the rate of time and a half for the first two hours and thereafter double time.

(b) Other Employees—

- (i) All work done outside the hours specified as the times of beginning and ending work } shall be paid for at the rate of time and a half
 (ii) Any work done within the hours specified as the times of beginning and ending work, in excess of eight (8) hours on Mondays to Fridays inclusive or in excess of four (4) hours on Saturdays } for the first two hours in any one day, and thereafter double time.

7. MEAL MONEY.—Any employee, except one who is employed in a gypsum pit, who is required to work overtime for more than two hours in any one day, and who has not been notified on the previous day that he would be required to work such overtime, shall, unless provided with a reasonable meal by the employer, be paid an allowance of two shillings.

8. TIME WAGES.—With the exception of persons, other than gypsum pit managers, employed in gypsum pits (see clause 9), and any person who is employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at ordinary wages rates with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

9. PRO RATA PAYMENT.—Persons, other than gypsum pit managers, who are employed in gypsum pits and who work less than 44 hours in any week, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

10. SPECIAL RATES.—Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

11. PAYMENT FOR HOLIDAYS.—All employees shall be entitled to the holidays mentioned in clause 10 without deduction in pay. Any employee absenting himself from work on any portion of the working day preceding a holiday provided for herein without the permission of the employer, or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.

12. PAYMENT OF WAGES.—Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station—

- (a) All payment of wages shall be made on a day not later than Friday in each week.
 (b) Payment of wages shall commence within a quarter of an hour after the usual time of ceasing work on pay day. If the pay is not then available employees shall be paid at the rate of time and a half after that quarter of an hour, with a minimum of a quarter of an hour for the time lost as a result of such delay in payment.

13. PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.—Any employee, other than one employed in a gypsum pit, who has presented himself for work, as requested by the employer or his responsible representative, shall—

- (a) If not engaged, be paid a sum equal to the rate for two hours' work.
 (b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

14. TRANSPORT AT NIGHT.—Any employee, other than one employed in a gypsum pit, who completes his work during the night after trams and other public conveyances have ceased to run, shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

15. FACILITIES FOR MAKING TEA.—The employer shall provide an urn or other heating apparatus for employees, other than those employed in gypsum pits, to heat water for making tea at meal times.

16. TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, one week's notice of termination of employment shall be given by either employer or employee or one week's pay shall be paid or forfeited in lieu thereof.

17. CONTAINERS FOR EMPLOYEES' CLOTHING.—Adequate provision of containers for employees to hang their clothes in shall be made by all employers, and the containers provided shall be of such construction as to reasonably protect the clothing from dust.

18. PROVISION OF RUBBER GUM BOOTS.—All employers shall provide a pair of rubber gum boots for employees, other than those employed in gypsum pits, who are required to clean out settling pits or to work in other wet places.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 9th September, 1943.