



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 225]

TUESDAY, NOVEMBER 23.

[1943

Factories and Shops Acts.

## DETERMINATION OF THE ICE 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 since the 7th September, 1926, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of ice for trade or sale", has made the following Determination, namely:—

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

2.

Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.				Other Employers.			
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.		Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
16 years of age ..	48 3	1 6	49 9	Ice Pullers ..	121 5	4 0	125 5
17 " " ..	52 6	1 9	54 3	Ice Stackers ..			
18 " " ..	62 9	2 0	64 9	Ice Packers ..			
19 " " ..	71 3	2 3	73 6				

PROPORTION (in any factory or place).

One juvenile worker to every three or fraction of three workers employed and receiving not less than 125s. 5d. per week of 44 hours.

## PROHIBITION OF EMPLOYMENT.

3. The Board has determined that no person shall be employed as an apprentice or an improver.

## HOURS OF WORK.

4. (a) Where shifts are worked the times of beginning and ending shall be as follows:—

				Alternatively during the period 16th October to 15th April.			
Day Shift—		Time of Beginning.	Time of Ending.			Time of Beginning.	Time of Ending.
Monday to Friday inclusive ..	..	7 a.m.	3 p.m.	} or {	Monday, Tuesday, Thursday,	..	..
Saturday ..	..	7 a.m.	11 a.m.		Friday, Saturday ..	7 a.m.	3 p.m.
					Wednesday ..	7 a.m.	11 a.m.
Afternoon Shift—		Time of Beginning.	Time of Ending.			Time of Beginning.	Time of Ending.
Monday to Friday inclusive ..	..	3 p.m.	11 p.m.	} or {	Monday, Tuesday, Thursday,	..	..
Saturday ..	..	3 p.m.	7 p.m.		Friday, Saturday ..	3 p.m.	11 p.m.
					Wednesday ..	3 p.m.	7 p.m.
Night Shift—		Time of Beginning.	Time of Ending.			Time of Beginning.	Time of Ending.
Sunday to Monday ..	..	11 p.m.	7 a.m.	} or {	Sunday to Monday ..	11 p.m.	7 a.m.
Monday to Tuesday ..	..	11 p.m.	7 a.m.		Monday to Tuesday ..	11 p.m.	7 a.m.
Tuesday to Wednesday ..	..	11 p.m.	7 a.m.		Tuesday to Wednesday ..	11 p.m.	3 a.m.
Wednesday to Thursday ..	..	11 p.m.	7 a.m.		Wednesday to Thursday ..	11 p.m.	7 a.m.
Thursday to Friday ..	..	11 p.m.	7 a.m.		Thursday to Friday ..	11 p.m.	7 a.m.
Friday to Saturday ..	..	11 p.m.	3 a.m.		Friday to Saturday ..	11 p.m.	7 a.m.

(b) Where shifts are not worked the times of beginning and ending work shall be as follows :—

	During the Period 16th April to 15th October.		During the Period 16th October to 15th April.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
Monday to Friday inclusive .. .. .	7 a.m.	3 p.m.	6 a.m.	2 p.m.
Saturday .. .. .	7 a.m.	11 a.m.	6 a.m.	10 a.m.
	or alternatively		or alternatively	
Monday .. .. .	7 a.m.	3 p.m.	6 a.m.	2 p.m.
Tuesday .. .. .	7 a.m.	3 p.m.	6 a.m.	2 p.m.
Wednesday .. .. .	7 a.m.	11 a.m.	6 a.m.	10 a.m.
Thursday .. .. .	7 a.m.	3 p.m.	6 a.m.	2 p.m.
Friday .. .. .	7 a.m.	3 p.m.	6 a.m.	2 p.m.
Saturday .. .. .	7 a.m.	3 p.m.	6 a.m.	2 p.m.

(c) The higher rate to be paid for each hour or fraction of an hour worked by any employee—

- (i) before or after his shift  
(ii) outside the times of beginning and ending work .. .. . } shall be time and a half.

#### SHIFT WORK.

5. Employees engaged on afternoon or night shift shall in addition to the rates fixed in Clause 2 be paid 6d. per shift and 1s. per shift respectively.

#### SPECIAL RATES.

6. Time and three-quarters shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, 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 rate shall only be payable for work done on the day so substituted.

#### TIME RATE.

7. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid at the ordinary wages rate, with an addition of thirty-three and one-third per centum, and for each hour worked beyond the hours aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

#### PAYMENT OF WAGES.

8. Payment of wages shall be made weekly during working hours.

#### SMOKO INTERVAL.

9. Any person who is employed continuously in an artificially cooled ice storage chamber for two hours or more shall be allowed fifteen minutes interval for smoko between meals without deduction of pay.

#### TERMINATION OF EMPLOYMENT.

10. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for four weeks or more.

#### ANNUAL LEAVE.

11. Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted six days' holiday in each year on full pay.

Provided that any employee who leaves or is dismissed after having completed twelve months' service without having had holidays under this clause shall be given or paid for such holidays in accordance with the length of service, viz., one half day for each completed month of service.

For the purpose of this clause service prior to 11th June, 1943, shall be disregarded.

#### SICK LEAVE.

12. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his 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 ground of personal ill-health or accident for more than four days in each year or a proportionate less time during any shorter period of employment.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding eight days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause year shall be deemed to commence on 11th June, 1943.

#### MINIMUM OF WORK ON A SUNDAY.

13. Any employee required to work on a Sunday shall be entitled to four hours' pay at special rates provided that he is available for work during such four hours.

#### RUBBER BOOTS AND CANVAS GLOVES TO BE PROVIDED.

14. (a) The employer shall each year supply the employee with one pair of rubber boots which shall remain the property of the employer, provided that under circumstances of exceptional wear or inferiority in the quality of the boots the employer shall provide replacements.

(b) Canvas gloves which shall remain the property of the employer shall be supplied to the employee when necessary.

#### TIME BOOK AND WAGE RECORD.

15. Every employee shall indelibly record daily his correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer. In addition to such time record every employee shall be required to sign each week a wage book or other record showing the total amount received as wages for such week.

#### UNION INSPECTION.

16. The secretary, assistant secretary, or organizer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, duly authorized in writing either generally or specially under the seal of the said Union, shall have access to the records of times recorded by employees and wages paid, provided that such inspection is made between the hours of 9 a.m. and 4.30 p.m. on a working day. Such authority shall be produced to the employer on demand.

## PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates 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 juvenile workers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to a 3d., 6d., 9d. or a 1s., any fraction of 3d. to be taken to the next higher 3d.

The basic wage shown hereunder shall be adjusted as prescribed in clause 18.

*Basic Wage.*

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	£ s. d. 4 12 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

18. (a) For work done before the beginning of the first pay period to commence in February, 1944, the amount of the basic wage prescribed in clause 17 shall be paid.

(b) For work done 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 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.

*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.

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

J. V. WILLOX, Secretary.

Melbourne, 19th November, 1943.

