



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, MARCH 8.

[1943

Factories and Shops Acts.

DETERMINATION OF THE BISCUIT BOARD.

NOTES:—(a) 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 Warrnambool; the towns of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(b) On the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits."

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 employed in making biscuits," has made the following Determination, namely:—

(1) That on the 24th February, 1943, the adjusted Determination which came into force as from the beginning of the first pay period to commence in February, 1943, shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.	
WAGES PER WEEK OF 44 HOURS.			WAGES.	
	Male Apprentices or Improvers.	Female Apprentices or Improvers.		Per week of 44 hours. s. d.
	<i>s. d.</i>	<i>s. d.</i>	Bakers (including Wafer Bakers and Branette Bakers)	113 0
Under 16 years of age	28 3	32 9	Brakesman	109 6
16 years of age	35 0	32 9	Machine Attendant	107 0
17	48 6	36 3	Men carrying and stacking flour	115 0
18	55 6	42 6	Mixers (including Wafer Mixers and Sugar Cream Mixers)	113 0
19	65 3	46 3	Oven firemen	113 0
20	73 9	50 3	Adult males operating "Enroba" chocolate dipping machine	106 0
Apprentices or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to above rates.			Despatch hands	106 0
			All other males	103 0
			All other females	50 6
<p>PROPORTION (IN ANY PLACE).</p> <p><i>Apprentices.</i></p> <p>MALES.</p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 103s. per week of 44 hours.</p> <p>FEMALES.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 59s. 6d. per week of 44 hours.</p> <p><i>Improvers.</i></p> <p>MALES.</p> <p>Two male improvers to every male worker receiving not less than 103s. per week of 44 hours.</p> <p>FEMALES.</p> <p>Four female improvers to every female worker receiving not less than 59s. 6d. per week of 44 hours.</p>				

(3) **TERMS OF ENGAGEMENT.**—Employees who work less than 44 hours in any week may be paid *pro rata* according to the number of hours worked.

(4) **OVERTIME.**—

- (a) Places in which the week's work is performed in 5½ days—
 Time worked in excess of 8 hours on any one day, Monday to Friday (inclusive) .. Time and a half.
 Time worked in excess of 4 hours on Saturday Time and a half.
- (b) Places in which the week's work is performed in 5 days—
 Time worked in excess of 8 hours 48 minutes on any one day, Monday to Friday (inclusive) Time and a half.
- (c) Any time worked in excess of 44 hours in any week Time and a half.

(5) **TEA MONEY.**—An allowance of 1s. 6d. for tea money shall be paid to all employees when work extends for more than two hours beyond the usual time of ending work.

(6) **ALLOWANCES.**—Employees who are required to wear, when at work, overalls, the laundering of which is not paid for by the employer, shall be paid the following allowance in addition to their ordinary weekly wage:—

Males aged 19 years and over	2s. per week extra.
Males under 19 years	1s. 6d. per week extra.
All females	2s. per week extra.

(7) **TIME BOOK OR OTHER RECORD.**—The correct times of beginning and ending work shall be recorded daily in a book; time-card, or by mechanical means to be furnished by the employer; such record to be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Biscuit Makers' Union of Australia.

(8) **MEAL TIME.**—A meal period of not less than 30 minutes and not more than one hour shall be allowed after a period of five hours' continuous work. Such meal period shall not be calculated as time worked.

(9) **NIGHT WORK.**—

- (i) All employees working on night work between the hours of 9 p.m. and 6.30 a.m. shall receive the rate of 2s. per night-additional to the usual wage rate.
- (ii) No female of any age shall be employed between the hours of 9 p.m. and 6.30 a.m.

(10) **SHIFT WORK.**—Each employee engaged on shift work shall have a break of 10 hours between shifts.

(11) **SUNDAY WORK.**—For all work done on Sunday, double time shall be paid with a minimum of 10s.

(12) **PAYMENT FOR HOLIDAYS.**—Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day (26th January), Union Picnic Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; or any other day substituted for the above days by Act of Parliament or Proclamation.

Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup 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 rate shall only be payable for work done on the day so substituted.

(13) **ANNUAL LEAVE.**—Employers shall in each year give their employees continuously employed as defined, a holiday from and after the day observed as Boxing Day to the 31st December inclusive and shall pay wages for ordinary working days included in that period. Pieceworkers receiving such holidays shall be paid timework rates.

Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

"Continuously employed" for the purpose of this clause means employed (breaks arising from slackening of work being reckoned as being employed) for the six months immediately preceding the 25th day of each December. Any employee dismissed during the three weeks immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

(14) **SICK PAY.**—

- (i) Any employee not attending for duty shall lose his or her pay for the actual time lost unless he or she produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to accident arising in the course of his or her employment or to personal ill-health, but such employee shall not be entitled to payment for non-attendance on the ground of such accident or personal ill-health for more than four days in any one year: Provided that during the first year of service with an employer he or she shall not be entitled to more than one day's sick pay for the first three months; two days' sick pay for the first six months; three days' sick pay for the first nine months. For the purposes of this clause "year" shall mean a period of twelve months commencing on 27th day of May in each year.
- (ii) Any employee on piecework not attending for duty on the ground of personal ill-health shall be paid at the corresponding timeworker's wage for the period of ill-health in all respects as if, during such period, he or she had been a weekly timeworker employed on such days and during such hours as are usually worked by timeworkers upon any day shift, and he or she shall comply with and be subject to the conditions for timeworkers prescribed in paragraph (i) of this clause.

(15) **PIECEWORK.**—The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1928*, that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any 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 that are fixed by the Board for such work.

(16) **AUTHORIZED PERSON MAY ENTER FACTORY.**—The permanent Secretary-Treasurer of the Biscuit Makers' Union of Australia, Victorian Branch, shall have the right to enter and inspect, during working hours, any part of a biscuit factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Biscuit Makers' Union shall have the right to interview employees in regard to conditions of employment.

(17) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates for males 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 adult females, apprentices, and improvers, 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 (18).

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies ..	£ s. d. 4 12 0	s. d. 6 0	£ s. d. 4 18 0	Melbourne

(18) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1943, the amount of the basic wage shall be as prescribed in clause (17).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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.
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, 3rd March, 1943.

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MONDAY, MARCH 8.

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Factories and Shops Acts.

DETERMINATION OF THE PLASTERERS BOARD.

NOTE.—(A) This Determination applies to the whole of the State of Victoria.

(B) Plastering was proclaimed on 28th November, 1928, as an apprenticeship trade under the *Apprenticeship Act 1928* or the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Treasury Gardens, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 7th February, 1940, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (1) whosoever employed in the process, trade, or business of plastering or cementing ;
- (2) employed in the process, trade, or business of fixing all laths used in connexion with the erection or repair of buildings, whether such laths are of wood or of a substitute therefor ;
- (3) employed in the finishing of all plastering work in sewers, tunnels, or channels ;
- (4) employed in finishing all kinds of plastic acoustic work, waterproofing work, and texture work formed in cement plaster or patent material ;
- (5) employed in the making or laying of marble mosaic, granolithic, terrazo, or flooring of which cement forms a part or the laying of magnesite flooring ;
- (6) employed in the making or fixing of all pre-cast or moulded work (except such work as is subject to the Determination of the Fibrous Plasterers Board)

has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence on or after the 25th February, 1943, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.		
WAGES.		WAGES.		WAGES:		
	Per week of 44 hours. s. d.		Per week of 44 hours. s. d.		Per hour. s. d.	Per week of 44 hours. s. d.
1st year 21 9	Under 19 years of age	.. 39 0	Men employed on swings, bosuns' chairs, lifts, or any other suspended platform	.. 3 4½	150 3
2nd year 30 0	19 years of age	.. 45 3	Men employed on underground sewer or tunnel plastering	.. 3 6½	157 7
3rd year 41 3	20 years of age	.. 50 7	All other plasterers	.. 3 3½	144 9
4th year 56 6	PROPORTION (by any employer).		Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, 1s. a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.		
5th year 72 9	One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 144s. 9d. per week of 44 hours.		* Rates include 6s. war loading.		
6th year 90 0	One apprentice to every three or fraction of three workers receiving not less than 144s. 9d. per week of 44 hours.				
Provided that where a person enters the trade at or above the age of sixteen years the term shall be five years and the wages as follows:—						
	s. d.					
1st year 25 0					
2nd year 34 0					
3rd year 47 9					
4th year 66 3					
5th year 90 0					
PROPORTION (by any employer).						

- (3) **FARES.**—(a) Where an employee is engaged on a job up to 10 miles from the "centre" he shall be paid an amount of 3s. 6d. per week for fares.
- (b) Where an employee is engaged on a job more than 10 miles from the "centre" and is able to return to his home each day, he shall be paid the daily fares, not exceeding 6s., actually and necessarily incurred in travelling to and from the job.
- (4) **TRAVELLING TIME.**—Where an employee is engaged on a job more than 12 miles and up to 24 miles from the "centre" he shall be paid in respect of time lost in travelling a daily sum of 1s. 6d.; where the distance travelled from the "centre" exceeds 24 miles a daily sum of 2s. 6d. shall be paid.
- (5) **ALLOWANCE.**—An employee when engaged to proceed to work in such a locality as to necessitate his sleeping elsewhere than at his usual place of residence shall receive 6s. per day extra; such amount not to exceed 30s. in any week. The employer shall convey the worker to and from the job free of charge or pay his fare. Ordinary rates shall be paid for such travelling time.
- Provided that where work is wholly stopped by wet weather, or by reason of a public holiday work is discontinued, an employee shall be paid only 5s. for every such day.
- (6) **PAYMENT OF WAGES.**—All employees shall be paid not later than Friday in each week within five minutes of ceasing time, except where otherwise mutually agreed. An employee whose service ends before pay time shall be paid at or before the time of its ending, or shall be paid by post or otherwise within 24 hours thereafter. If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.
- (7) **TERMINATION OF EMPLOYMENT.**—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Half an hour shall be allowed the employee to gather, clean, pack, and transport his tools, and in such case wages shall be paid at the commencement of such half hour.
- (8) **TIME OF BEGINNING AND ENDING WORK.**—The time of beginning and ending work for persons (other than underground sewer or tunnel plasterers) shall be—
- | Time of Beginning. | Time of Ending |
|--------------------|--|
| 7.45 a.m. | 12 noon on Saturday. |
| 7.45 a.m. | 5.15 p.m. on the other working days of the week. |
- (9) **OVERTIME.**—That the following rates shall be paid to—
- (a) Persons employed on underground sewer or tunnel plastering—
For work done in excess of 44 hours in any week Time and a quarter.
- (b) Persons employed on any work other than underground sewer or tunnel plastering—
For work done within the hours fixed in clause (8) in excess of 44 hours in any week Time and a quarter.
- For work done on Saturdays—
Between midnight and 7.45 a.m. Double time.
Between 12 noon and 5 p.m. Time and a half.
Between 5 p.m. and midnight Double time.
- For work done on any other working day—
Between 5.15 p.m. and 10.15 p.m. Time and a half.
Between 10.15 p.m. and 7.45 a.m. Double time.
- (10) **CASUAL LABOUR.**—Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid at the rate of 2d. per hour extra.
- (11) **SPECIAL RATES.**—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), Christmas Day, Anzac 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.
- (12) **WET WEATHER.**—When work is stopped by wet weather an employee who is instructed to wait on the job shall be paid for all time lost in waiting in excess of one hour in any one day.
- (13) **INJURY TO EMPLOYEE.**—In the event of an employee being injured during his employment, his employer shall provide suitable means for his conveyance to the nearest available medical attention.
- (14) **TEA MONEY.**—Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall be paid an allowance of Two shillings.
- (15) **TRANSFER FROM JOB TO JOB.**—An employee transferred by the employer from one job to another job on the same day shall be paid for the time occupied in travelling as for time worked and the cost of such transfer shall be borne by the employers.
- (16) **TRANSPORT AT NIGHT.**—Any employee 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.
- (17) **EMPLOYEE REQUIRED TO ATTEND FOR WORK.**—An employee who is required to attend for work and is kept waiting to commence work, shall be paid at his ordinary rate of pay for the time he is so kept waiting.
- (18) **EMPLOYEE NOTIFIED TO COMMENCE WORK.**—An employee notified to commence work and actually attending for work and is not allowed to start shall be paid an amount of 5s. and the fares necessarily incurred.
- (19) **STORING OF TOOLS.**—Where six or more plasterers are engaged on a job, adequate provision shall be made for the storing of tools. No cement, lime, or building materials shall be stored in such place.
- (20) **FIRST-AID OUTFIT.**—An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.
- (21) **SANITARY CONVENIENCE.**—Suitable and adequate sanitary conveniences shall be provided by the employer.
- (22) **DEFINITION.**—"Centre" shall be defined as the Flinders-street railway station or the principal post office of every city, town, or borough (other than a city, town, or borough constituting a part of the Metropolitan District as defined by the Factories and Shops Act), whichever is nearest to the employer's principal place of business.

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

J. W. RYAN, Secretary.

Melbourne, 4th March, 1943.