



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, NOVEMBER 16.

[1945

Factories and Shops Acts.

DETERMINATION OF THE FLOCK BOARD.

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

[N 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 to any persons employed—

(a) in the process, trade, or business of—

(i) making flock, mungo, felt, or wadding;

(ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any Wages Board heretofore appointed;

(b) in connexion with any process, trade, or business set out in paragraph (a)—

(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—

has made the following Determination, namely:—

1. That on the 26th October, 1945, 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.	
Age.	Males.	Females		
	s. d.	s. d.		
Under 16 years..	26 6	23 9	MALES.	
16 years	33 6	26 6	Persons employed in the cotton wool bleaching department	119 0
17 "	45 0	30 9	Woolen pickers	116 0
18 "	50 0	37 0	Feeders of—	
19 "	65 6	44 6	Rag machines	114 0
20 "	74 0	50 3	Other machines	114 0
			Rippers	114 0
			Persons operating milling machine	114 0
			Persons operating hardening machine	114 0
			Persons operating tentering machine	114 0
			Assistant to persons operating milling machine	112 0
			Assistant to person operating hardening machine	112 0
			Assistant to person operating tentering machine	112 0
			Cotton pickers	111 0
			All others	110 0
			Leading hands, if in charge of four or more workers	5s. a week extra
			FEMALES.	
			Feeders of rag machines	78 0
			Feeders of machines other than rag machines	67 9
			Rippers	65 0
			Woolen pickers	69 0
			Cotton pickers	65 0
			Weighers and wrappers of cotton wool	65 0
			All others	65 0
			Leading hands, if in charge of four or more workers	5s. a week extra

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every worker receiving not less than the minimum wage.

Note.—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 44 hours each week on work covered by this Determination or in supervising work covered by this Determination.

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

SHIFT WORK.

3. (a) By mutual agreement between the employer and employees, shifts may be worked between 11 p.m. on Sunday and midnight on the following Saturday.

(b) A shift worker employed on an afternoon shift or on a night shift shall, for work done during the ordinary hours of any such shift, be paid ordinary rates plus an additional $7\frac{1}{2}$ per cent. for an afternoon shift, or an additional 10 per cent. for a night shift.

(c) Shift workers shall not be required to work in excess of 56 hours in any one week.

TIME OF BEGINNING AND ENDING WORK.

4. For workers other than shift workers:—

	Time of Beginning.	Time of Ending.
On Saturday	7.30 a.m.	11.30 a.m.
On the other working days of the week	7.30 a.m.	5.30 p.m.

ORDINARY HOURS FOR A WEEK'S WORK.

5. (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 15 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.

OVERTIME.

6. The following rates shall be paid for all work done:—

(a) By Shift Workers—

(i) In excess of 8 hours per shift during weeks in which six shifts are worked

(ii) In excess of 8 hours 48 minutes per shift during weeks in which less than six shifts are worked

Time and a half for the first three hours and thereafter double time.

(b) By Other Workers—

(i) Outside the times of beginning and ending work prescribed on clause 4 herein in any day

(ii) Within such times of beginning and ending work in excess of the hours prescribed as an ordinary week's work in clause 5.

Time and a half for the first three hours and thereafter double time.

PROHIBITION OF EMPLOYMENT.

7. No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.

REST PERIODS.

8. 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.

MEAL BREAK.

9. Where three shifts are worked an employee shall not be required to work more than four and a half hours without being permitted a break of twenty minutes which shall be regarded and paid for as time worked.

MEAL MONEY.

10. Any employee required to work overtime for a period in excess of one hour after the time fixed in clause 4 for ending work shall be allowed 2s. 6d. meal money in addition to overtime rates as prescribed for in this Determination unless notified 24 hours previously of the intention to work overtime. If having been notified accordingly, the employee's services are not required he shall be paid the 2s. 6d. meal money as provided for herein.

TERMS OF ENGAGEMENT.

11. (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 observing the provisions of the Wages Board Determination and declines to observe such provisions, or where an employer or his representative is insulting or uses abusive language to an employee, or where an employer or his representative acts violently towards an employee, or threatens violence to an employee, then the employee shall be under no obligation to give a week's notice of termination of employment, but may leave his employment instantly.

CASUAL WORK.

12. Casual work, i.e., work for less than two weeks, shall be paid for at the rate of time and a quarter.

SICK PAY.

13. 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 three months' service and he or she produces or forwards 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 forty-four hours of working time in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof if the full period of sick leave as prescribed 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 eighty-eight hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

ANNUAL HOLIDAYS.

14. 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 15 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 not less than six months' service leaves or is dismissed before the expiration of any twelve months' service, or who leaves or is dismissed after having completed twelve months' service without receiving holidays under this clause, shall be paid for holidays pro rata in accordance with the length of service, viz., 11 hours' pay for each completed three months of service.

HOLIDAYS.

15. (a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least a week prior to the termination of the employment.

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

SPECIAL RATES.

16. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, 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 abovenamed holidays, then the special rate shall be payable only for the day so substituted. Provided that a shift worker who commences work not earlier than 11 p.m. on a Sunday shall only be entitled to be paid at ordinary rates for work done on such Sunday.

PAYMENT OF WAGES.

17. Wages shall be paid during working hours.

RIGHT OF ENTRY OF UNION OFFICIAL.

18. A duly accredited representative of the Federated Storeman and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes of interviewing employees on legitimate Union business on the following conditions:—

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

PIECEWORK.

19. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

Feeding a flock machine 1s. 2½d. per cwt.

Flock Board.

Piece Rates.	Males per Cwt.		Females per Cwt.	
	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.	Sorting to Grade or Quality.	Sorting to Grade or Quality and Sorting to Colours.
	s. d.	s. d.	s. d.	s. d.
Wool, shoddy or mantle clips	8 3	16 6	4 9	9 6
Hosiery	28 0	56 0	15 9	31 6
Wholesale tailoring factory clips	8 3	16 6	4 9	9 6
Bespoke tailors and dressmakers' clips	12 6	25 0	7 3	14 6
Shirt factory cottons	1 9	3 6	1 0	2 0
Cottons, other than shirt factory cottons	3 6	7 0	2 0	4 0
Sweepings	7 3	14 6	4 0	8 3
Rags (not including cutting and metalling)	2 0	4 0	1 0	2 3
	Ripping.		Ripping and Sorting to Grade or Quality.	
	Males.	Females.	Males.	Females.
Ripping woollens—	s. d.	s. d.	s. d.	s. d.
By machine	3 3	2 0	6 3	4 0
By hand	9 6	5 9	19 0	11 6

NOTE.—The above piecework prices shall be calculated on the weight of material supplied to the pieceworker.

PERIODICAL ADJUSTMENT OF WAGES.

20. 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 improvers and of females 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 21.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

21. (a) Until the beginning of the first pay period to commence in November, 1945, the amount of the basic wage shall be as prescribed in clause 20.

(b) During each future successive period 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 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, 12th November, 1945.