VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE CHAFF-CUTTERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 18th July, 1938, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(a) employed in the process, trade, or business of chaff-cutting, corn-crushing, or compressing fodder; *or in the trade of corn cleaning or corn grading*;

(b) employed in carting or driving or assisting in carting or driving in connexion with the trade or business of chaff-cutting, corn-crushing, or compressing fodder;

(c) employed in the process, trade, or business of threshing when such process, trade, or business is carried on in a stationary mill,

has made the following Determination, namely:—

1. That on the 19th April, 1945, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.

Wages per week of 44 hours.

Apprentices.

	s.	d.
1st year	53	3
2nd "	57	3
3rd "	68	3
4th "	75	6
5th "	86	6

Improvers.

	s.	d.
Under 17 years of age	53	3
17 years of age	57	3
18 " "	68	3
19 " "	75	6
20 " "	86	6

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 104s. per week of 44 hours.

An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.

Improvers.

One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 111s. per week of 44 hours.

Other Employees.

Wages per week of 44 hours.

CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.

	s.	d.
Foreman (*i.e.*, the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	116	0
Drivers of Motor trucks—		
(a) having a carrying capacity under two tons	114	0
(b) having a carrying capacity two tons or over	119	0
Carter driving one horse	112	0
" " two horses	116	6
And 2s. extra per week for every additional horse.		
Chaff-cutter feeders—		
(a) in stationary mills	113	6
(b) on travelling plants	119	6
Stablemen	104	0
All others—		
(a) in stationary mills	111	0
(b) on travelling plants	117	0

CORN-CLEANING OR CORN-GRADING.

Foreman (*i.e.*, the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	116	0
All others	111	0

ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following:—

(a) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit— for each day or portion thereof upon which he is called upon to drive such vehicle .. 1s. per day.

(b) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit .. An extra 1s.

(c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle .. 1s. per day.

4. TIME OF BEGINNING AND ENDING WORK.

—	Time of Beginning.	Time of Ending.		
		Five Days in the Week.		The Day the Half-holiday is Usually Observed.
		Within the Metropolitan District.	Outside the Metropolitan District.	
Employees on a travelling chaffcutter or a travelling straw or fodder press	7.30 a.m.	5.30 p.m.	5.30 p.m.	12 noon
Carters	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon
All other employees	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon

STANDING OFF TIME.

5. Any employee who on any day between the times of beginning and ending work as set out in this Determination, works beyond the ordinary daily hours usually worked in his employer's establishment shall not, in order that his weekly hours may be adjusted so as not to exceed 44, be stood off for any time by his employer on any day other than the day usually observed as the half holiday.

OVERTIME.

6. The following rates shall be paid for overtime—

—	Persons Compressing Fodder.	Persons on Other Work.
Outside the time of beginning and ending work—		
Between 12 noon and midnight on the day on which the half holiday is usually observed	Time and a half	Time and a half
Between 5.30 p.m. and midnight on the other working days	,, ,,	,, ,,
Between midnight and 7.45 a.m. on any day	,, ,,	,, ,,
Within the time of beginning and ending work in excess of the hours fixed as a week's work	,, ,,	,, ,,

SPECIAL RATES.

7. (*a*) Double time shall be the rate for all work done on Sundays.

(*b*) Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Fuel and Fodder Picnic Day (only within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and the Shires of Keilor, Kyneton and Melton), Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic Day, and the Shires of Corio and Werribee) and Werribee District Farmers' Picnic Day (within the Shires of Corio and Werribee) until the termination of the war, when time and a half shall be the rate payable for the aforementioned holidays. 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.

PAYMENT FOR HOLIDAYS.

8. All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and the Shires of Keilor, Kyneton and Melton), Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic Day and the Shires of Corio and Werribee) and Werribee District Farmers' Picnic Day within the Shires of Corio and Werribee.

TIME WAGES.

9. 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 thirty hours, be paid at the ordinary wages rate with an addition of thirty-three and a third per centum, and for each hour worked beyond the aforesaid thirty hours shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

10. One week's notice of termination of employment shall be given by either employer or employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be. The provisions of this clause shall not apply in any instance where an employee is dismissed for misconduct.

SICK LEAVE.

11. (*a*) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than four days in any year, commencing on 27th September annually, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that the same is not the result of his own misconduct.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof, if the full period of sick leave as prescribed above 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 twelve 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 purpose of this sub-clause service prior to 27th September, 1944, shall be disregarded.

ANNUAL LEAVE.

12. Any employee who has been in the service of an employer continuously for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in clause 8) in each year on full pay, and such holiday shall be given within two months of the completion of twelve months' service.

Provided that should any employee leave or be dismissed for any reason other than misconduct at any time (i) after his first six months' service with an employer but before the completion of his first twelve months' qualifying period of such service, or (ii) before the completion of any subsequent twelve months' qualifying period of service, he shall be entitled to pro rata holidays or payment for same.

FIRST AID OUTFIT.

13. Each employer shall provide a properly equipped first aid chest. Such chest shall comply, as to its contents, with the requirements of the Factories and Shops Acts.

PIECE-WORK.

14. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a) —	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON.	PER TON.	PER TON.	PER TON.	PER TON.
	s. d.	s. d.	s. d.	s. d.	s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	2 9½	2 2½	1 8½	1 6½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	3 9½	2 11½	2 6½	2 0½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	3 1½	2 6½	..	..	2 6½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	3 9½	2 11½	..	..	2 6½

		s. d.
(b)	Baling sheaf hay, meadow hay and lucerne hay by any power-driven press	1 9½ per ton.
	Baling straw by any power-driven press { (i) Where up to and including four persons are employed ..	2 2½ per ton.
	Baling straw by any power-driven press { (ii) Where more than four persons are employed	1 9½ per ton.

PERIODICAL ADJUSTMENT OF WAGES.

15. 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 improvers and apprentices set out in clause 2 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. Provided also that piece-work prices shall be increased or decreased by an amount of ¼d. per ton for every increase or decrease respectively of 1s. in the basic wage.

The basic wage shown hereunder shall be adjusted as prescribed in Clause 16.

BASIC WAGE.

Place.	Basic Wage.	Additional Constant Loading.	Index Number Set Assigned.
	£ s. d.	s. d.	
Within the area to which this Determination applies	4 12 0	6 0	Five towns, Victoria

ADJUSTMENT OF BASIC WAGE.

16. (a) Until the beginning of the first pay period to commence in May, 1945, the amount of the basic wage shall be as prescribed in clause 15.

(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 to a place is that assigned to Five Towns, Victoria.

(2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made 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 plus the additional constant loading as prescribed in clause 15.

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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 23rd April, 1945.

By Authority: H. E. DAW, Government Printer, Melbourne.