



VICTORIA
GOVERNMENT GAZETTE.

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THURSDAY, MAY 31.

[1945

Factories and Shops Acts.

DETERMINATION OF THE TENNIS STRINGS 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 rate which may be paid to any person or persons or classes of persons employed in the process, trade, or business of making strings for tennis rackets, has made the following Determination, namely:—

1. That on the 18th May, 1945, the last previous Determination shall be revoked and replaced by this Determination.
- 2.

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYERS.		
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.		
Age.	Males.	Females.	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>			
Under 17 years	32 6	32 6	32 6	32 6	Males	116 6	
17 years and under 18 years	43 6	38 3	43 6	38 3	Females	61 6	
18 " " 19 " "	54 6	43 9					
19 " " 20 " "	65 3	49 3					
20 " " 21 " "	76 0	54 6					
PROPORTION (IN ANY PLACE).			<i>Definition of Juvenile Workers.</i>				
<i>Apprentices.</i>			Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—				
One apprentice to every three or fraction of three workers receiving not less than 116s. 6d. per week of 44 hours.			(a) picking out or selecting.				
<i>Improvers (Males).</i>			(b) making in the raw state.				
Four improvers to each male worker receiving not less than 116s. 6d. per week of 44 hours.			(c) twisting in the dry state.				
<i>Females.</i>			PROPORTION (IN ANY PLACE).				
Two improvers to each female worker receiving not less than 61s. 6d. per week of 44 hours.			<i>Males.</i>				
			Six juvenile workers to each worker receiving not less than 116s. 6d. per week of 44 hours.				
			<i>Females.</i>				
			Three juvenile workers to each worker receiving not less than 61s. 6d. per week of 44 hours.				

ORDINARY WEEK'S WORK.

3. Forty-four hours shall constitute an ordinary week's work which may be worked in five or five and a half days as follows:—

- On the day on which the half holiday is usually observed Between 7.15 a.m. and 12 noon.
- On all other working days of the week Between 7.15 a.m. and 5.30 p.m.

OVERTIME.

That the following rates shall be paid for all work done:—

- 4. (a) Outside the hours fixed in clause 3 Time and a half. Excepting after 12 noon on the day on which the half-holiday is usually observed when the rate shall be double time.
- (b) Within the hours fixed in clause 3 in excess of either—
 - (1) The number of hours fixed as a day's work; or
 - (2) The number of hours fixed as a week's work
 } Time and a half.

MEAL INTERVAL.

5. That a meal interval of at least half an hour shall be allowed to employees between the hours of 12 noon and 2 p.m.

SMOKO INTERVAL.

6. Employees shall be allowed 15 minutes smoko each forenoon and afternoon without deduction of pay.

PAYMENT FOR HOLIDAYS.

7. All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Butchers' Picnic Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

SPECIAL RATES.

8. Double time shall be the rate to be paid for all work done on Sunday, New Year's Day, Butchers' Picnic Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, 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, then the special rate shall be payable only for the day so substituted.

SICK LEAVE.

9. (a) Any employee, provided he has had at least three months' continuous service with the same employer, shall lose his pay for the actual time of such non-attendance unless he produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to his employer that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence.

(b) Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or ill-health or both for more than forty-four hours of working time in each year of employment.

(c) Notwithstanding the provisions of sub-clause (b) 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 eighty-eight hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to 18th May, 1945, shall be disregarded.

ANNUAL LEAVE.

10. (a) Except as hereinafter provided, a period of one week's annual leave shall be allowed each year to all employees after twelve months' continuous service.

(b) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right thereto accrued, and after not less than one week's notice to the employee.

(c) If the employee leaves or is dismissed for any reason other than misconduct after the completion of six months' continuous service and before the expiration of twelve months in any year, then such employee shall be given or paid for one sixth of a week's wage in respect of each completed two months' service.

NOTICE OF INTENTION TO WORK OVERTIME.

11. (a) In every case where practicable an employer shall give twenty-four hours' notice to each employee of his intention to work such employee overtime. In each case where such notice has not been given and the employee is required to work overtime, he or she shall receive Two shillings as tea money in addition to any other special payments provided.

(b) In every case where an employee has been notified that he or she is required to work overtime and attends for that purpose but is not required, he or she shall be paid Two shillings tea money, except where the failure to find employment is due to the accidental breakdown of necessary machinery.

NOTICE OF TERMINATION OF EMPLOYMENT.

12. That from any time not later than the expiry of the first week's employment, employment shall be by the week and shall be terminable forthwith at the expiry of any working week.

TERMS OF EMPLOYMENT.

13. Where the employer terminates the employment of an employee, for reasons other than misconduct, within two weeks prior to a day or days on which a holiday or holidays occur, and such employee is re-engaged within a period of two weeks immediately after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least two months prior to the termination of employment.

WATERPROOF CLOTHING.

14. When an employee is called upon to work in a wet department he shall be provided by the employer with a waterproof apron and waterproof covering for his legs and when using dyes or acids injurious to the skin shall be provided with rubber gloves.

PERIODICAL ADJUSTMENT OF WAGES.

15. 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 apprentices, improvers, juvenile workers 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 16.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 4 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (a) Until the beginning of the first pay period to commence in August, 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 an August, a November, a February, or a May, 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 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. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 28th May, 1945.

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