



VICTORIA GOVERNMENT GAZETTE.

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No. 162]

MONDAY, AUGUST 19.

[1946

Factories and Shops Acts.

DETERMINATION OF THE PASTRYCOOKS BOARD.

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

(b) Pastrycooking was proclaimed on 19th October, 1938, as an apprenticeship trade under the Apprenticeship Acts for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell Street, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest price or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a pastrycook," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS)

Wages Per Week of 44 Hours.

Experience.	Commencing Age.						Overtime— For overtime rates for Apprentices and Improvers, see Clause 7.
	Under 17 Years:			17 Years and Over.			
	Adjustable Weekly Rate.	Non- adjustable *War Loading.	Total Weekly Rate.	Adjustable Weekly Rate.	Non- adjustable *War Loading.	Total Weekly Wage.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
First Year ..	20 3	1 3	21 6	28 0	1 9	29 9	
Second Year ..	28 0	1 9	29 9	37 6	2 3	39 9	
Third Year ..	37 6	2 3	39 9	51 3	3 3	57 6	
Fourth Year ..	54 3	3 3	57 6	74 6	4 6	79 0	
Fifth Year ..	74 6	4 6	79 0	..	..	..

NOTE.—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBER.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to the first three workers receiving not less than 123s. per week of 44 hours, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.

Wages Per Week of 44 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

	Persons Engaged in General Work for the Whole of their Working Time.						Females Engaged Decorating Christmas and New Year Cakes		
	Males.			Females.			Adjustable Weekly Wage.	Non-adjustable *War Loading.	Total Weekly Wage.
	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.	Adjustable Weekly Wage.	Non-adjustable *War Loading.	Total Weekly Wage.			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
14 years of age ..	23 9	1 6	25 3	..	..	..	..	..
15 " " ..	28 6	1 6	28 0	22 0	1 6	23 6	26 6	1 9	28 3
16 " " ..	30 9	2 0	32 9	24 3	1 6	25 9	30 9	2 0	32 9
17 " " ..	35 9	2 3	38 0	30 9	2 0	32 9	35 9	2 3	38 0
18 " " ..	40 6	2 6	43 9	33 0	2 3	35 3	41 3	2 9	44 0
19 " " ..	45 0	2 9	47 9	36 6	2 6	39 0	47 0	3 0	50 0
20 " " ..	53 6	3 3	56 9	39 3	2 6	41 9	51 6	3 6	55 0

OTHER EMPLOYEES.

Wages Per Week of 44 Hours.

	Adjustable Weekly Rate.	Non-adjustable *War Loading.	Total Weekly Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings employees therein ..	130 0	6 0	136 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornament, or ornamental worker under his or her charge ..	125 0	6 0	131 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers ..	117 0	6 0	123 0
All other males ..	99 0	6 0	105 0
Females engaged in general work ..	60 9	4 0	64 9

	Ordinary Wage Per hour.	*War Loading Per hour.	Total Wage Per hour.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work ..	3 2	0 2	3 4

* The War Loading shall not be taken into account in the calculation of overtime and other penalty rates.

WEEKLY HOURS.

3. The number of hours to constitute a week's work shall be forty-four (44).

TERMS OF EMPLOYMENT.

4. Employees, other than casual employees, who work less than 44 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

GENERAL WORK

5. That wherever occurring in this Determination, the expression "General Work" shall only include —
- | | |
|--|--|
| Bringing fuel to oven. | Creaming and filling. |
| Bringing in raw material. | Emptying tins or trays. |
| Butturing tins. | Labelling tins or boxes. |
| Carrying goods to and from the oven. | Packing wedding cakes, other cakes, or pastry. |
| Cleaning bakehouse yard or premises. | Papering hoops. |
| Cleaning fruit and cutting peel. | Turning hand machines. |
| Cleaning pans, tins, tools, or other utensils. | Washing of machines. |
| Cracking eggs. | Wrapping cakes or flour. |

TIME OF BEGINNING AND ENDING WORK.

6. On Monday to Saturday (inclusive) Time of Beginning. 6 a.m. Time of Ending. 7 p.m.

OVERTIME.

7. (a) All time worked in excess of 44 hours per week. Time and a half for the first 6 hours and double time thereafter. In computing such overtime all work shall be taken into account whether performed by day or by night or both combined.
- (b) All time worked between the hours of 7 p.m. and 12 midnight on Monday, Tuesday, and Wednesday, between the hours of 7 p.m. and 10 p.m. on Thursday, and between the hour of 7 p.m. and 8 p.m. on Friday } Double time.
- (c) *Night work.*—All time worked on:—
- | | |
|---|--|
| (i) Sunday between 12 midnight and 6 a.m. Monday; | Adult employees—Ordinary rate plus 25 per cent.
Apprentices, Improvers, Juvenile workers—Ordinary rate plus 25 per cent. or 1½d. per hour, whichever is the higher. |
| (ii) Monday, Tuesday, Wednesday between the hours of 12 midnight and 6 a.m. on the following day; | |
| (iii) Thursday, between the hours of 10 p.m. and 6 a.m. the following day; | |
| (iv) Friday, between the hours of 8 p.m. and 6 a.m. the following day | |

All employees who commence work at or before 1 a.m. shall receive night work rates for time worked after 6 a.m. until completion of shift.

LIMITATION OF NIGHT WORK.

8. Subject to the provisions of Clause 16 no employee shall be required to work at night for more than ten hours in a spread of eleven hours.

SHIFTS.

9. There shall be a ten (10) hour interval between shifts.

TERMINATION OF EMPLOYMENT.

10. Employees who have worked for 28 days or longer shall give or receive one week's notice of termination of employment, or one week's wages shall be forfeited or paid in lieu thereof.

SPECIAL RATE FOR PUBLIC HOLIDAYS.

11. That double time shall be the special rate for all work (except making fermented doughs) done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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 abovementioned holidays, the special rate shall only be payable for work done on the day so substituted.

PUBLIC HOLIDAYS.

12. All employees (except casual employees) whose services are not required shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day (i.e. third Monday in February in each year), Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; or any other day substituted for the above days by Acts of Parliament or Proclamation.

SUNDAY WORK.

13. No person shall be employed on Sunday before 12 midnight with the following exceptions:—

- (a) Making fermented doughs, for which double time shall be paid;
- (b) One man per factory may be employed in the preparation of pie meat between the hours of 1 p.m. and 5 p.m. at double rates of pay, with a minimum payment of 10s. for this work.

TIME BOOK.

14. The correct times of beginning and ending work shall be recorded daily in a proper book or time card, or by mechanical means, to be furnished by the employer, such record shall be initialed by the employee at least once a week, and shall be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Pastrycooks Union of Australia and the Inspector of Factories.

AUTHORIZED PERSON MAY ENTER FACTORY.

15. The permanent Secretary-Treasurer of the Pastrycooks Union of Australia, Victorian Branch, shall have power to enter and inspect during working hours any part of a pastrycook's factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Pastrycooks Union shall have the right to interview employees in regard to conditions of employment at the employer's convenience.

MEAL TIME.

16. A meal break of not less than 30 minutes and not more than one hour shall be allowed after a period of four hours' and not more than five hours' continuous work. Such meal break shall not be calculated as time worked.

REST PERIODS.

17. 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.

FEMALE EMPLOYEES.

18. No female of any age shall be employed prior to 6 a.m.

LAUNDERING ALLOWANCE.

19. Any employee required to wear overalls shall receive a laundering allowance of two shillings per week.

ANNUAL HOLIDAYS.

20. The annual holidays for employees covered by this Determination shall be two weeks in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946—No. 5111*.

SICK LEAVE.

21. (a) Any employee not attending for duty, who has had not less than twelve months' service with the same employer shall not lose his or her pay for the actual time lost if such employee 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 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 four days in each year.

(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 8 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

DETERMINATION TO BE EXHIBITED.

22. A copy of this Determination shall be posted or hung up in a place where it is easily accessible to the employees.

DEFINITION.

23. "Ovenman" shall mean an employee responsible for the baking of all kinds of cakes and pastry.

PERIODICAL ADJUSTMENT OF WAGES.

24. 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*, this 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 females, apprentices, improvers and juveniles shall be adjusted proportionately to adjustments of the basic wage. Such adjustments in the case of females, apprentices, improvers and juveniles shall be computed 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 25:—

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 13 0	s. d. 6 0	£ s. d. 4 19 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

25. For work done before the beginning of the first pay period to commence in November, 1946, the amount of the basic wage shall be as prescribed in clause 24.

For work done 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. RANDELS, J.P., Chairman.

J. R. MACPHERSON, Acting Secretary.

Melbourne, 31st July, 1946.



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MONDAY, AUGUST 19.

[1946

GAS REGULATION ACT 1933.

At the Executive Council Chamber, Melbourne, the
nineteenth day of August, 1946.

PRESENT:

His Honour Mr. Justice Lowe, as Deputy for
His Excellency the Lieutenant-Governor of Victoria.

Mr. Field | Mr. Hayes.

REGULATIONS.

WHEREAS by a Proclamation dated the sixteenth day of August, 1946, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, declared that on and after the date of the publication in the *Government Gazette* of such Proclamation the provisions of section 33 of the *Gas Regulation Act 1933* should have effect: And whereas the said Proclamation was published in the *Government Gazette* of the sixteenth day of August, 1946: Now therefore the Honorable Charles John Lowe, as Deputy for His Excellency the Lieutenant-Governor of the said State, by and with the advice of the Executive Council thereof and in pursuance of the powers conferred by section 33 of the said Act, doth hereby make the following Regulations (that is to say):—

1. (1) These Regulations may be cited as the "Gas Regulation (Emergency Powers) Regulations (No. 23)," and shall apply to and have operation throughout the areas supplied with gas by The Metropolitan Gas Company, The Colonial Gas Association Limited (as to its Footscray, Box Hill, Frankston, and Oakleigh works), The Brighton Gas Company Limited, The Heidelberg City Council Gas Works, and The Mordialloc City Council Gas Works.

(2) These Regulations shall take effect on the twentieth day of August, 1946.

2. In these Regulations—

"Gas" means gas supplied by a Gas Undertaker pursuant to the provisions of the *Gas Regulation Act 1933*.

"Gas Undertaker" shall have the same meaning as "Undertaker" as defined by the *Gas Regulation Act 1933*.

3. No person shall use gas except between the hours hereinafter specified—

(a) In the case of Tuesday, the 20th August, 1946, Wednesday, the 21st August, 1946, Thursday, the 22nd August, 1946, and Friday, the 23rd August, 1946—

- (i) 6 a.m. to 8 a.m.
- (ii) 12 noon to 1 p.m.
- (iii) 5.30 p.m. to 7 p.m.

(b) In the case of Saturday, the 24th August, 1946—

- (i) 6 a.m. to 8 a.m.
- (ii) 11.30 a.m. to 2 p.m.
- (iii) 5.30 p.m. to 7 p.m.

(c) In the case of Sunday, the 25th August, 1946—

- (i) 6 a.m. to 8 a.m.
- (ii) 10.30 a.m. to 1.30 p.m.
- (iii) 5.30 p.m. to 6.30 p.m.

4. The restrictions contained in Regulation 3 shall not apply to persons using gas in connexion with the conduct of hospitals, medical services, or institutions rendering relief to the aged or infirm or to persons using gas for pilot lights on automatic appliances.

5. It shall be lawful for any inspector or other person upon producing an authority issued to him by a Gas Undertaker referred to in Regulation 1 hereof to enter any premises to which gas is supplied by such Gas Undertaker for the purpose of determining whether the provisions of these Regulations are being observed.

6. No person shall obstruct any such inspector or other authorized person in the course of his duties.

7. A Gas Undertaker shall not, except during the hours referred to in Regulation 3 hereof, be required to supply gas in any main or in any pipe, of the pressure prescribed by the *Gas Regulation Act 1933*.

8. Any person who offends against these Regulations shall be liable to a penalty of not more than Fifty pounds (£50), and in the case of a continuing offence, a further penalty of not more than Five pounds (£5) for each day on which any offence is continued after conviction or order of any court.

And the Honorable Francis Field, for and on behalf of His Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

By Authority: J. J. GOURLY, Government Printer, Melbourne.

