



# VICTORIA GOVERNMENT GAZETTE.

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No. 235]

FRIDAY, NOVEMBER 15.

[1946

Factories and Shops Acts.

## DETERMINATION OF THE COAL AND COKE 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 which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

(a) in any business or occupation connected with the sale or distribution of coal or coke by any—

- (i) coal importer;
- (ii) coal mine owner;
- (iii) gas company;
- (iv) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company;

(b) in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use—

- (i) in power-producing or heat-producing units;
- (ii) in the manufacture of explosives;
- (iii) in the manufacture, repair, or maintenance of gas masks or respirators "

has made the following Determination, namely:—

1. That on the 1st November, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

**PART I.—Persons OTHER THAN those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.**

2. (a)

Improvers.*				Other Employees.			
WAGES PER WEEK.				WAGES PER WEEK.			
		s.	d.			s.	d.
Under 17 years of age	.. .. .	61	3	Persons trimming or spreading coal that is heated or on fire	.. .. .	203	4
17 years of age	.. .. .	72	0	Persons employed driving and/or operating power-driven coal-loading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading machines	.. .. .	147	4
18 " " or over—the appropriate rate prescribed under the heading "other employees".	.. .. .	82	9	Persons employed trimming coal and/or feeding coal to and from coal loaders	.. .. .	137	4
				Persons trimming coal from the "Grab"	.. .. .	144	8
				Other coal trimmers	.. .. .	137	4
				Coal baggers or loaders	.. .. .	137	4
				Persons employed loading by shovel or fork loose coal from railway trucks to vehicles	.. .. .	137	4
				Persons employed loading by shovel or fork loose coal from vehicles to railway trucks	.. .. .	159	4
				Persons loading by shovel or fork loose coal from the ground into railway trucks	.. .. .	170	4
				Coke stackers at wharf coal yards	.. .. .	146	6
				Coke yard employees	.. .. .	108	0
				Carters driving one horse	.. .. .	106	0
				Carters driving two horses	.. .. .	111	0
				Carters driving three horses	.. .. .	114	0
				Carters driving four horses	.. .. .	116	0
				Carters driving five horses	.. .. .	117	0
				And 6d. extra per day for every additional horse.			
				Drivers of motor vehicle, including girlinger, having a maker's capacity of—			
				(a) 25 cwt. or less	.. .. .	111	0
				(b) Over 25 cwt., but not over 3 tons	.. .. .	115	0
				(c) Over 3 tons, but under 6 tons	.. .. .	118	0
				Further tonnage—for each complete ton over 5 an extra 1s. per week			
				All other coal yard employees	.. .. .	130	4

NOTE.—The Board has determined, in accordance with Section 25 (1) of the Factories and Shops Act 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

No. 235.—11201/46.

## (b) GAS PRODUCER UNITS.—The following provisions shall apply to drivers of gas producer units:—

- (i) 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. extra.
- (ii) 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, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

## (c) WAR LOADINGS FOR CARTERS AND DRIVERS.—In addition to the weekly rates prescribed herein, war loadings shall be paid as follows:—

	Per Week.
	s. d.
Juniors under 20 years of age .. .. .	1 0
Juniors 20 years of age and over .. .. .	1 6
All other classifications .. .. .	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates hereinbefore provided, and shall not be entitled to war loadings.

	Hours.
3. All persons other than carters and drivers .. .. .	44 hours per week.
Carters and drivers .. .. .	88 hours per fortnight provided that not more than 48 hours per week shall be worked without payment of overtime.

## 4. TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Five Days in the Week.	Time of Ending the day the half-holiday is usually observed.
Carters .. .. .	7 a.m.	5.45 p.m.	1 p.m.
All others .. .. .	8 a.m.	5 p.m.	12 noon

## OVERTIME.

## 5. (a) The following rates shall be paid for all overtime worked:—

- (i) Outside the time of beginning and ending work as herein fixed—
 

Between 12 noon and midnight on the day on which the half-holiday is usually observed	Double time.
Between 5 p.m. and midnight on the other working days	Time and a half.
Between midnight and 8 a.m.	Double time.
- (ii) Within the times of beginning and ending work in excess of the hours fixed in Clause 3 as a week's work—
 

First two hours	Time and a half.
Thereafter	Double time.

## (b) Special provisions relating to overtime:—

When overtime is to be worked casual employees shall where practicable be given preference. The foreman shall make the necessary arrangements for engaging casual employees during the times mentioned in clause 13 and shall inform casual employees so engaged of the actual time they are expected to commence work.

Should a casual employee be employed during the day and until 7 a.m. the following day by one employer, he shall not be required to continue after 7 a.m. if other labour is available.

Should a casual employee who has been employed all day be ordered back by the same employer to resume not later than 2 a.m. and continues until 7 a.m., he shall not be required to continue after 7 a.m. if other labour is available.

Should a casual employee's first start be midnight or later he shall if required, continue working throughout that day until 5 p.m.

If a regular yard employee after completing a full day's work is called upon to work overtime until later than 11 p.m., he shall not be required to resume work next morning if other labour is available.

## MINIMUM OF WORK.

6. Employees called on to work on any day shall be given four (4) hours' work, or alternatively, four (4) hours' pay at ordinary rates.

## BROKEN WORKING HOURS.

7. Any broken part of fifteen minutes at the completion of a day's work shall be paid for as for a full fifteen minutes.

## TRANSPORT.

8. When work finishes between midnight and 6 a.m., transport (if obtainable) shall be provided to convey the employees to a point adjacent to Flinders-street in the City. This clause shall only apply to the Metropolitan District.

## PAY DAY.

9. (a) All wages due to 5 p.m. on Thursday in each week shall be paid on that day.

(b) Each employee shall be furnished with particulars each pay day of time worked and rates of payment.

## SMOKE-ON.

10. (a) Persons employed in trimming coal or coaling small vessels by means of baskets, shall be entitled to the following smoke-oh:—

Day—  
10 a.m. to 10.30 a.m., unless work ends at or before 10 a.m.  
3 p.m. to 3.30 p.m., unless work ends at or before 3 p.m.

Night—  
9 p.m. to 9.30 p.m., unless work ends at or before 10 p.m.  
3 a.m. to 3.30 a.m., unless work ends at or before 3 a.m.

(b) Persons employed continuously feeding coal into and/or driving or in charge of any mechanical appliance or elevator, shall be allowed 30 minutes' smoke-oh during each morning and each afternoon or alternatively shall be paid for such time.

(c) All other employees shall receive a smoke-oh of 10 minutes during each morning and each afternoon at a time mutually agreed upon or alternatively shall be paid for such time.

## WET WEATHER PROVISIONS.

11. (a) A committee consisting of a representative of employers appointed by the Commonwealth Steamship Owners Association and a representative of employees appointed by the Federated Fodder and Fuel Trades Industrial Union, shall by agreement determine whether work at the South Wharf Coal Yards shall proceed or cease in the event of wet weather.

(b) If the Committee agrees that rain is sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith provided that wagons which have been loaded to at least half capacity shall be completed before work ceases.

(c) In the event of employees working under cover and protected from rain the foregoing sub-clauses of this clause shall not apply and such employees shall continue working during any period of wet weather.

(d) During the temporary cessation of work employees shall hold themselves in readiness for work during ordinary hours of employment and shall be paid for the actual time of waiting as follows:—

For the first two hours—ordinary rates.  
Thereafter at one-half ordinary rates.

(e) When the Committee determines that the weather conditions are suitable, employees affected shall immediately resume work.

(f) In the event of a disagreement by the Committee as to whether the conditions are suitable for a resumption of work, lots shall be drawn to determine the matter.

(g) If the employers' representative considers the weather justifying the cessation of work is likely to continue for a lengthy period, the payment of allowances set forth in paragraph (d) may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

(h) It shall be the function of the Wet Weather Committee as constituted under clause 11(a) herein to determine if coal is too dusty to work, and if it so determines, such coal ex-ship shall be sprinkled with water prior to the coal being handled by employees.

#### MEAL MONEY.

12. Any person required to continue work until 5.30 p.m. or later shall be paid 2s. meal money.

#### PICKING-UP TIME.

13. The picking-up time for engagement of labour at the South Wharf shall be from 7.45 a.m. to 11 a.m. Mondays to Fridays inclusive, and 7.45 a.m. to 10 a.m. on Saturdays.

#### PLACE FOR ENGAGEMENT OF LABOUR.

14. The place for engagement of labour at the South Wharf coal yards, shall be at the Harbor Trust shelter shed.

#### RIGHT OF ENTRY OF UNION OFFICIAL.

15. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this determination are employed, for the purpose of interviewing employees on legitimate union business.

#### HOT AND COLD SHOWERS.

16. Employers shall provide hot and cold showers for the use of employees. In cases where hot and cold showers are not provided at the date upon which this Determination comes into operation this clause shall not apply until the 1st January, 1947.

#### DINING AND SANITARY ACCOMMODATION.

17. Proper dining and sanitary accommodation shall be provided by the employer for the use of employees and shall be cleaned every day except Sundays and holidays, but in no case to be left uncleaned for more than one day.

#### SPECIAL RATES.

18. For all work done on Sundays and the undermentioned holidays, the rates shall be—

	<i>Coal Trade.</i>	<i>Coke Trade.</i>
Sundays .. .. .	Double time ..	Time and a half ..
Australia Day .. .. .	Time and a half ..	" ..
New Year's Day .. .. .	" ..	" ..
Labour Day .. .. .	Double " time ..	" ..
Good Friday .. .. .	" ..	Double time ..
Easter Saturday .. .. .	Time and a half ..	Time and a half ..
Easter Monday .. .. .	" ..	" ..
Christmas Day .. .. .	Double " time ..	Double " time ..
Boxing Day .. .. .	Time and a half ..	Time and a half ..
King's Birthday .. .. .	" ..	" ..
Melbourne Cup Day .. .. .	" ..	" ..

but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

#### ANNUAL HOLIDAYS.

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

#### EMPLOYEES ON LOAN.

20. Notwithstanding anything elsewhere contained in this Determination, employee shall be deemed to be in the employ of his employer even though such employee shall or may be loaned temporarily or transferred to another employer who is subject to the provisions of this determination.

**PART 2.—Persons employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing, charcoal, in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.**

1. (a)

Improvers.	Other Employees.
WAGES PER WEEK OF 44 HOURS.	WAGES PER WEEK OF 44 HOURS.
Under 17 years of age .. .. . s. d. 59 3	Wood cutters, using axe, power crosscut circular saw, or other method .. .. . 118 0
17 years of age .. .. . 69 9	Carters driving one horse .. .. . 106 0
18 " " .. .. . 80 3	Carters driving two horses .. .. . 111 0
19 " " or over—the appropriate rate prescribed under the heading "other employees".	Carters driving three horses .. .. . 114 0
	Carters driving four horses .. .. . 116 0
	Carters driving five horses .. .. . 117 0
	And 6d. extra per day for every additional horse .. .. .
	Drivers of vehicle (including girlinger) having maker's capacity of—
	(a) 25 cwt. or less .. .. . 111 0
	(b) Over 25 cwt., but not over 3 tons .. .. . 115 0
	(c) Over 3 tons, but under 6 tons .. .. . 118 0
	Further tonnage—for each complete ton over 5 an extra 1s. per week.
	Charcoal burning by retorts, metal or brick kilns, or pits—
	(a) Operator in charge of plant .. .. . 133 0
	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. .. . 123 0
	Grinding or grading charcoal—
	(a) Attendant in charge of plant—
	(i) With four or more persons under his supervision .. .. . 143 0
	(ii) With three or fewer persons under his supervision .. .. . 139 0
	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. .. . 133 0

#### PROPORTION (BY ANY EMPLOYER.)

One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 106s. per week.

NOTE.—The Board determines that no person shall be employed as an apprentice.

## (b) GAS-PRODUCER UNITS.—The following provisions shall apply to drivers of gas-producer units:—

- (i) 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. extra.
- (ii) 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, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

(c) WAR LOADINGS FOR CARTERS AND DRIVERS.—In addition to the weekly rates prescribed in clause (1) (a), war loadings shall be paid as follows:—

	Per Week.
	s. d.
Juniors under 20 years of age .. .. .	1 0
Juniors 20 years of age and over .. .. .	1 6
All other classifications .. .. .	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates set out in sub-clause (b) and shall not be entitled to war loadings.

## CONDITIONS OF EMPLOYMENT (OTHER THAN FOR SHIFT WORK).

- 2. (i) The ordinary weekly total of hours shall be 44 in number, all to be worked on days other than Sunday.
- (ii) (a) Such ordinary weekly total, at the option of the employer, may be spread over five or six days, and except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.
- (b) If a five-day week is worked the ordinary daily total of working hours shall be 8 4/5ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.
- (iii) Smoke-ohs shall be counted as part of time worked.

## SHIFT WORK.

- 3. (i) For the purposes of this Determination afternoon and night shifts shall be defined as follows:—
  - (a) Afternoon shift shall mean any shift finishing after 6 p.m. and at or before midnight.
  - (b) Night shift shall mean any shift finishing after midnight and at or before 8 a.m.
- (ii) The ordinary hours of shift workers shall not exceed—
  - (a) 8 hours in any one day; or
  - (b) 48 hours in any one week; or
  - (c) 88 hours in any 14 consecutive days; or
  - (d) 176 hours in any 28 consecutive days.
- (iii) Subject to the following conditions shift-workers shall work at such times as the employer may require.
  - (a) A shift shall consist of 8 hours inclusive of crib-time and smoke-oh.
  - (b) Except at regular change over of shifts or except in the event of relief not arriving or except in some special circumstance an employee shall not be required to work more than one shift in any one period of 24 hours.
  - (c) Any employee who is required to continue working on account of one of the special conditions mentioned in sub-clause (b) hereof shall not work more than two consecutive shifts in any one period of 24 hours.
- (iv) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day-workers receive under this Determination, he shall be paid at ordinary rates for twenty minutes' crib-time and two smoke-ohs of ten minutes each.
- (v) Shift-workers whilst engaged on afternoon or night shifts shall receive the ordinary rates of payment provided in clause 2 with the addition of 7½ per cent. Provided that for work done on any shift the major portion of which is worked on a Sunday or a holiday mentioned in clause 8, an additional 50 per cent. shall be paid.

## OVERTIME.

- 4. Except as in this Determination may be otherwise provided, all time worked in excess of the ordinary daily or weekly hours of work shall be paid for at one and a half times the ordinary rate for the first four hours and double the ordinary rate thereafter.

## TERMS OF ENGAGEMENT.

- 5. (i) An employer shall have the option of engaging any employee either by the week or casually.
- (ii) (a) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.
- (b) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.
- (c) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs.
- (d) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

## ANNUAL HOLIDAYS.

- 6. The annual holidays for employees covered by this Determination shall be 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.

- 7. No deduction shall be made from the wages of any weekly employee unavoidably absent through illness for not more than 44 working hours in each year, i.e., one day for each two months' service, commencing 1st July, 1942, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

## SUNDAYS AND HOLIDAYS.

- 8. (i) Weekly employees shall be entitled to the following holidays without deduction of pay. The days observed as:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.
- (ii) Any weekly employee required to work on a Sunday or any holiday mentioned in sub-clause (i) hereof, shall be paid for such work at double the ordinary rate.

## WASHING FACILITIES.

- 9. Each employer shall provide for all the employees hot and cold showers or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

## TIME RECORD.

10. (a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times, and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day after which two days' notice has been given to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

## RIGHT OF ENTRY OF UNION OFFICIAL.

11. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination is done, for the purpose of interviewing employees on legitimate Union business.

## NOTICE BOARD.

12. The Federated Fodder and Fuel Trades Industrial Union shall be permitted to post on a board notices appertaining to Union business generally.

## FIRST-AID CHEST.

13. Every employer shall provide a fully-equipped first-aid outfit for use of any employee injured in the course of his employment.

## GOGGLES AND RESPIRATORS.

14. Every employer shall provide suitable goggles and respirators for use of employees whilst employed by him.

## PART 3.—Periodical Automatic Adjustment of Wages.

(NOTE.—The provisions of this Part operate in the case of employees covered by Part 1 and Part 2.)

1. The wages rates set out in Part 1 and Part 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 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 2.

## Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	Six Capital Cities (Weighted Average).
Within the area to which this Determination applies .. .. .	4 13 0	

## ADJUSTMENT OF BASIC WAGE.

2. (a) Until the beginning of the first pay period to commence in February, 1947, the amount of the basic wage shall be as proscribed in clause 1.

(b) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, 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 numbers for the six capitals (weighted average) is to be applied.

(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

P. A. RANGLES, J.P., Chairman.

J. R. MACPHERSON, Acting Secretary.

Melbourne, 22nd October, 1946.





# VICTORIA GOVERNMENT GAZETTE.

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No. 236]

FRIDAY, NOVEMBER 15.

[1946

Factories and Shops Acts.

## DETERMINATION OF THE SUGAR REFINERS 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, which, since the 10th April, 1940, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

(a) in connexion with the trade of sugar refining;

(b) in the manufacture or treatment of the by-products of sugar;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 7th November, 1946, 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.					Wages per Week of 44 Hours.				
Males.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	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>
Under 16 years	23 0	2 0	3 0	28 0	Under 16 years	23 0	2 0	3 0	28 0
16 years	30 0	2 3	3 0	35 3	16 years	24 8	2 3	3 0	29 11
17 "	41 8	2 3	3 0	46 11	17 "	27 11	2 6	3 0	33 5
18 "	53 5	3 0	3 0	59 5	18 "	33 2	3 0	3 0	39 2
19 "	63 0	3 6	3 0	69 6	19 "	40 4	3 6	3 0	46 10
20 "	74 7	3 6	3 0	81 1	20 "	49 6	3 6	3 0	56 0

  

PROPORTION (IN ANY PLACE).					PROPORTION (IN ANY PLACE).				
Males.					Females.				
One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."					One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."				

## JUVENILE WORKERS

Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
Males.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	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>
Under 16 years	23 0	2 0	3 0	28 0	Under 16 years	23 0	2 0	3 0	28 0
16 years	30 0	2 3	3 0	35 3	16 years	24 8	2 3	3 0	29 11
17 "	41 8	2 3	3 0	46 11	17 "	27 11	2 6	3 0	33 5
18 "	53 5	3 0	3 0	59 5	18 "	33 2	3 0	3 0	39 2
19 "	63 0	3 6	3 0	69 6	19 "	40 4	3 6	3 0	46 10
20 "	74 7	3 6	3 0	81 1	20 "	49 6	3 6	3 0	56 0

3.

## OTHER EMPLOYEES.

	Wages per Week of 44 Hours.			
	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
<i>Adult Males.</i>				
Raw Sugar Store—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Men unstriking .. .. .	100 0	11 0	5 0	116 0
Men cutting in .. .. .	101 0	11 0	5 0	117 0
Elevator attendant .. .. .	99 0	11 0	5 0	115 0
Wash tank hands .. .. .	96 0	11 0	5 0	112 0
Wash tank hands—assistants .. .. .	95 0	11 0	5 0	111 0
Riggers .. .. .	101 0	11 0	5 0	117 0
Melting House—				
Washing fugalmen .. .. .	99 6	11 0	5 0	115 6
Melter attendant .. .. .	96 0	11 0	5 0	112 0
Mixer .. .. .	96 0	11 0	5 0	112 0
Carbonatation House—				
Men on liquor filter presses .. .. .	97 0	11 0	5 0	113 0
Men on mud .. .. .	97 0	11 0	5 0	113 0
Leading hand .. .. .	102 0	11 0	5 0	118 0
Men on gas tank .. .. .	98 0	11 0	5 0	114 0
Men on crushing and stacking lime .. .. .	96 0	11 0	5 0	112 0
Men on washing and checking filterpress sheets .. .. .	96 0	11 0	5 0	112 0
Char End—				
Kiln repairers .. .. .	96 0	11 0	5 0	112 0
Kiln firemen .. .. .	102 0	11 0	5 0	118 0
Wet charmen .. .. .	102 0	11 0	5 0	118 0
Char runners .. .. .	102 0	11 0	5 0	118 0
Pan Floor—				
First sugar boilers .. .. .	117 0	11 0	5 0	133 0
Second sugar boilers .. .. .	110 0	11 0	5 0	126 0
Pan attendant, attending triple effect .. .. .	96 0	11 0	5 0	112 0
Refined sugar fugalmen .. .. .	99 6	11 0	5 0	115 6
Refined sugar fugalmen—Leading hands .. .. .	102 6	11 0	5 0	118 6
Jelly House—				
Leading hand .. .. .	99 6	11 0	5 0	115 6
Jelly fugalmen .. .. .	96 0	11 0	5 0	112 0
Refined Sugar Store—				
Receiving at truck yard (leading hands) .. .. .	99 0	11 0	5 0	115 0
Icing mill attendant .. .. .	96 0	11 0	5 0	112 0
Driers (leading hand) .. .. .	99 0	11 0	5 0	115 0
Driers (others) .. .. .	96 0	11 0	5 0	112 0
Automatic scale attendant .. .. .	99 0	11 0	5 0	115 0
Leading hand packing floor .. .. .	99 0	11 0	5 0	115 0
Hand packing sugar .. .. .	96 0	11 0	5 0	112 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk) .. .. .	96 0	11 0	5 0	112 0
Golden syrup and treacle mixer .. .. .	98 0	11 0	5 0	114 0
Liquor runners .. .. .	102 0	11 0	5 0	118 0
Liquor runners—assistants .. .. .	96 0	11 0	5 0	112 0
Distillery—				
Stillman .. .. .	112 0	11 0	5 0	128 0
Mashman .. .. .	100 0	11 0	5 0	116 0
Spirit and Methylating Rooms—				
Leading hand .. .. .	109 6	11 0	5 0	125 6
Assistants .. .. .	99 6	11 0	5 0	115 6
Leading hand cleaning gang .. .. .	99 0	11 0	5 0	115 0
All others .. .. .	93 0	11 0	5 0	109 0
Adult females .. .. .	52 3	5 3	3 0	60 6

## SHIFT WORKERS (OTHER THAN CONTINUOUS SHIFT WORKERS).

4. The ordinary working hours of shift workers shall be as follows:—

## Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, Thursday and Friday.

Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday.

## Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

7 a.m. to 11 a.m. on Saturdays.

## Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

## DAY WORKERS.

5. From 7.30 a.m. to 4.30 p.m., with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and from 7.30 a.m. to 11.30 a.m. on Saturday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal.

## CONTINUOUS SHIFT WORKERS.

6. For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption.

(a) The ordinary working hours of employees on continuous work shifts shall not exceed an average of 44 per week spread over a period of 1, 2, 3 or 4 weeks to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall:—

- (i) provide for rotation unless all the employees concerned desire otherwise;
- (ii) provide for not more than eight shifts to be worked in any nine consecutive days; and
- (iii) not be changed until after four weeks' notice.



(c) For all time of duty outside the limits of the ordinary hours prescribed in clause (a) hereof, an employee on continuous work shifts shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

(d) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

(e) Subject to the provisions of clause 12 (Annual Holidays) employees on continuous work shifts shall be allowed an additional six consecutive working days' holiday on full pay.

(The provisions of clause 6 shall apply only to persons employed at the distillery of the Colonial Sugar Refining Co. Ltd. at Yarraville.)

#### TERMS OF ENGAGEMENT.

7. (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 shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(c) A weekly employee to be entitled to the weekly wage shall be available and willing to perform such work as may be lawfully and reasonably required by the employer during the days and hours usually worked by such class of employee, provided that an employer may deduct payment for any day during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery or any other cause for which the employer cannot reasonably be held responsible.

(d) "Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of two (2) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis. The provisions of this sub-clause shall not apply to a casual worker storing raw sugar.

#### EXTRA RATES AND ALLOWANCES.

8. In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

Any employee who works on shift shall be paid an additional allowance of 1s. 3d. per shift.

Employees classified as "All others," who are directed to enter and clean tanks, viz.:—Carbonation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers, crystallizers, char dust towers and gibb driers shall receive an additional 9d. for each hour or part of an hour spent in such work.

Employees required to handle damaged or sweated sugar, or the turning of bags which had contained damaged or sweated sugar, shall receive an additional 6d. per hour whilst handling such sugar. Any fraction of an hour in computing the time so worked each day shall be paid for as one hour. Sugar shall be deemed to be damaged or sweated when it is seeping through the bag.

#### DEFINITION OF JUVENILE WORKERS.

9. Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

#### OVERTIME (other than continuous Shift Workers).

10. (a) *Workers Employed on Shifts.*—All work done in excess of eight hours per shift or in excess of 132 hours in 21 consecutive days shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(b) *All Others.*—All work done in excess of eight hours in any one day or in excess of 44 hours in any one week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

In computing overtime under this clause, each day's work shall stand alone.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

#### LATE ATTENDANCE.

11. Any employee arriving late to work shall have a deduction made of a quarter of an hour's pay for each quarter of an hour or portion thereof that he is late.

#### ANNUAL HOLIDAYS.

12. The annual holidays for employees covered by this Determination shall be 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 PAY.

13. Any employee with not less than six months' service who does not attend for duty by reason of personal ill-health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.

An employee shall not be entitled to any allowance on this ground for more than six days (the equivalent of 44 hours' pay) in each calendar year, but sick leave allowable under this clause may accumulate subject to continuous employment for a total of two years (the equivalent of 88 hours' pay).

No payment shall be made to employees on discharge or resignation in respect of accumulated sick leave.

Personal ill-health does not include ill-health which is the result of an accident or ill-health the result of misconduct.

#### MEAL ALLOWANCE.

14. Employees required to work a minimum of two hours' overtime shall be entitled to 2s. tea money unless notified the previous day that they will be required to work overtime. If after having been notified accordingly and their services for overtime are not required the allowance of 2s. for tea money shall be payable.

#### SPECIAL RATES FOR SUNDAYS AND HOLIDAYS (OTHER THAN CONTINUOUS SHIFT WORKERS).

15. (a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of double time; 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.

(b) Employees (other than casual employees and continuous shift workers) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

#### PAYMENT OF WAGES.

16. Wages shall be payable weekly and not later than Thursday of each week. On pay day the finishing whistle shall be sounded five minutes earlier than the usual finishing time.

## PIECEWORK.

17. The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1928* (No. 3677), 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 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.

## PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates set out in clauses 2 and 3 are based upon the following basic wage rate, 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 rate.

The basic wage rate shown hereunder shall be adjusted as prescribed in clause 19.

## Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies .. .. .	£ s. d. 4 13 0	Melbourne.

## ADJUSTMENT OF BASIC WAGE.

19. (a) Until the beginning of the first pay period to commence in February, 1947, the amount of the basic wage shall be as prescribed in clause 18.

(b) During each future period of or near a quarter beginning with the first pay period to commence in a February, a May, an August, or a November, 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:—

- (i) The index number set to be applied to a place is that assigned thereto in clause 18.
- (ii) 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.
- (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (iv) 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.

The wages rates of adult females and all juniors, male and female, shall be adjusted proportionately to the alteration in the basic wage for male adults.

P. A. RANGLES, J.P., Chairman.

J. R. MACPHERSON, Acting Secretary.

Melbourne, 23rd October, 1946.