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GOVERNMENT GAZETTE.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(LAMP SHADE SECTION.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lamp-shades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;

Preparing feathers;

Treating flax;

Treating pyrites and other metalliferous ores;

Mixing seed and making poultry foods;

Glass badging;

Gold stamping;

Ivory working;

Show-card and ticket-writing;

Manufacturing or preparing—

Abrasive paper or cloth;

Asbestos articles;

Blue prints;

Buttons and buckles other than those subject to the

Determination of the Plastic Moulding Board;

Button badges;

Carbon articles;

Chalk, crayons, or other articles from mineral earth;

Cinematograph film;

Composition flooring;

Cutlery;

Artificial flowers and bouquets;

Paper articles not subject to any Board heretofore appointed;

Honey;

Ink or adhesives;

Silk or parchment lamp shades;

Fishing and other nets;

Ornaments for cakes;

Plaster models;

Sporting goods not provided for under any Board heretofore

appointed;

Surgical instruments;

Toys;

Watch cases"

has made, in respect of the manufacturing or preparing of—

(a) Silk or parchment lampshades,

(b) Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein,

the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence on or after the 1st December, 1946, the last previous Determination for this Section shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.				
Males.		Females.		Males.		Females.		
	s. d.		s. d.		s. d.		s. d.	
1 year's experience ..	21 6	1st six months' experience ..	17 9	Persons engaged in cutting out material for parts of lampshades ..	108 0			
" " ..	30 6	2nd " " ..	22 0	All others ..	106 0			
" " ..	41 9	3rd " " ..	26 3					
" " ..	56 9	4th " " ..	30 9					
" " ..	72 0	5th " " ..	35 0					
" " ..	83 3	6th " " ..	39 3					
" " ..	88 6	7th " " ..	43 6					
		8th " " ..	49 3					
And thereafter the minimum wage.				Persons engaged in sketching, painting or decorating by freehand or stencils ..				68 6
				Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing) ..				60 0
				All others ..				58 6

PROPORTION.  
Two male improvers to the first male person receiving not less than the wage, and thereafter one additional male improver to each additional person receiving not less than the minimum wage.  
Three female improvers to each female person receiving not less than the wage.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning. (not earlier than).	Time of Ending (not later than).
7.30 a.m. ..	12 noon on Saturday.
7.30 a.m. ..	6 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such proscribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in overtime, each day's work shall stand alone.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of—New Year's Day, Australia Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively. Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee for notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, shall not determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or occurring between such notice to terminate and the re-engagement, if any.

(9) REST PERIOD FOR FEMALES.—(a) That females engaged in sketching, painting, or decorating by freehand or stencils, shall be allowed, during each morning and afternoon, an interval of ten minutes for rest after two hours' work, such interval to count as part of time worked.

(b) That females engaged in any work not specified in the foregoing sub-clause, where the spell of duty exceeds four hours, shall be allowed an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.

(10) ANNUAL HOLIDAY.—The annual holiday shall be as proscribed by the provisions of the *Factories and Shops (Annual Holiday) Act 1946*, and any amendments which may be made thereto from time to time.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as proscribed by Clause (11). The wages of females and of improvers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 3d., half or less than 1d. of 3d. to be disregarded, and to be made upon the rates prescribed in the Determination for this Section which came into force from the beginning of the first pay period to commence on or after the 1st December, 1946.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant.)	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
throughout the State ..	5 0 0	6 0	5 6 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

(12) (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the Basic Wage shall be as prescribed in Clause (10).

(c) 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, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947.

