



VICTORIA GOVERNMENT GAZETTE.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE BOTTLE COVERS 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 rates which may be paid to any person or persons or classes of persons employed in the trade of making bottle covers of straw" has made the following Determination, namely:—

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

2.

Improvers* (Male or Female).					Other Employees.				
Wages per Week of 44 Hours.					Wages per Week of 44 Hours.				
				<i>s. d.</i>					<i>s. d.</i>
Under 17 years of age	..	..	..	37 3	Male adults	..	..	..	119 0
17 years of age	..	..	..	47 9					
18 years of age	..	..	..	64 0	Female adults—				
19 years of age	..	..	..	74 3	Under six weeks' experience	..	..	..	95 3
20 years of age	..	..	..	85 0	Thereafter	..	..	..	107 0

PROPORTION (IN ANY PLACE).				
Improvers.				
One improver to every adult male worker.				

* 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 apprentice shall work in the trade.

BUILDING OF STACKS.

3. An employee shall receive, in addition to the wage prescribed above, 1s. per day for each day on which he is engaged in supervising the building and/or thatching of stacks.

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.					Time of Ending.			
4.	7.30 a.m.	..	..	..	..	12 noon	on Saturday.		
	7.30 a.m.	..	..	..	..	5.30 p.m.	on the other working days of the week.		

OVERTIME.

5. For work done outside the hours specified in clause 4 } Time and a half.
 For work done within the hours specified in clause 4 but in excess of 44 hours in any week }

SPECIAL RATES.

6. (a) Time-workers:—Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day, and Kyneton Cup Day (only within the Shire of Kyneton); 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.

(b) Piece-workers:—Ordinary piece-work prices with the addition of one day's pay at ordinary time-workers' rates shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day, and Kyneton Cup Day (only within the Shire of Kyneton); 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.

PAYMENT FOR HOLIDAYS.

7. (a) Time-workers.—All time-workers 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, Melbourne Cup 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 within the Shire of Keilor), and Kyneton Cup Day (only within the Shire of Kyneton).

(b) Piece-workers.—All piece-workers shall be entitled to the same holidays as are granted to time-workers, and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

(c) Any employee absent from his or her employment without reasonable cause on the day before or the day after a public holiday shall not be entitled to payment for such holiday.

REST PERIOD.

8. Every employee employed on time wages shall be allowed, each morning and afternoon, an interval of ten minutes for rest, such interval to count as time worked.

ORDINARY WEEK'S WORK.

9. The number of hours to constitute an ordinary week's work shall be forty-four.

TERMINATION OF EMPLOYMENT.

10. Seven days' notice of termination of employment shall be given by either employer or worker, except in cases of misconduct.

SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty-four hours of working time, in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further, that piece-workers shall be paid at the same rate as time-workers for any such day or days that they are unavoidably absent on account of illness.

(b) Notwithstanding the provisions of sub-clause (a) hereof if the full period of sick leave as prescribed in sub-clause (a) hereof 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 132 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.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

PIECE WORK.

13. The lowest piece-work price to be paid for the making of bottle covers of straw shall be at the rate of 7s. per thousands covers, provided that to the weekly earnings of each piece-worker shall be added the sum of nine shillings. Where less than forty-four hours is worked in any week by any piece-worker, a proportionate amount of such sum of nine shillings shall be added in lieu thereof.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates set out in clause 2 are based upon the following basic 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 prescribed by Clause 15. Provided that the wages of female adults of under six weeks' experience shall be 80 per cent. and thereafter 90 per cent. of the adult male rate and the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, such rates to be calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

The piece-work prices shall at the same time be increased or decreased in the same proportion as weekly rates for the same class of work.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

15. (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 14.

(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 needs 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, 20th December, 1946.