



VICTORIA GOVERNMENT GAZETTE.

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No. 468]

THURSDAY, DECEMBER 4.

[1947

Factories and Shops Acts.

DETERMINATION OF THE CHARWORKERS BOARD.

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

(b) On the 9th day of October, 1944, the Charworkers Wages Board, operative over an extended area, was appointed to take the place of the Charworkers Board appointed on the 30th September, 1919, the operative area of which was limited to portion of the State only.

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 (other than persons subject to the jurisdiction of the Boarding Houses Board, of the Hospital and Benevolent Asylum Attendants Board, or of the Hotel and Restaurant Board) employed at office cleaning or general cleaning work of a like character in or about any building in which any process, trade, business, or occupation is carried on for profit," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Improvers.		Other Employees.		Within the Metropolitan District and the Geelong District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portion of the City of Sandringham as is not included within the Metropolitan District; the cities of Ballarat, Bendigo, and Warramboul, and the boroughs of Eaglehawk and Sebastopol.		Elsewhere in Victoria.	
MALES.		WAGES.*					
WAGES.		Males.					
	Per week of 44 hours.		Per week of 44 hours.		Per week of 44 hours.		Per week of 44 hours.
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
Under 19 years of age	56 0	Office cleaners or general cleaners in charge of—					
19 and under 20 years of age	72 0	4 or more office cleaners or general cleaners ..	143 6	140 6			
20 years of age	89 0	1, 2, or 3 office cleaners or general cleaners ..	132 0	129 0			
PROPORTION.		Females.					
<i>Improvers.</i>		Office cleaners or general cleaners in charge of—					
One male improver to every five male workers receiving not less than 123s. 0d. per week of 44 hours.		4 or more office cleaners or general cleaners ..		126 0		123 0	
		1, 2, or 3 office cleaners or general cleaners ..		115 0		112 0	
		Other office cleaners or general cleaners ..		111 0		108 0	
		* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.					
		NOTE. —The employer shall supply all necessary tools and materials free.					
FEMALES.							
WAGES.							
	Per week of 44 hours.		Per week of 44 hours.		Per week of 44 hours.		Per week of 44 hours.
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
Under 19 years of age	50 0						
19 and under 20 years of age	64 0						
20 years of age	80 0						
PROPORTION.							
<i>Improvers.</i>							
One female improver to every ten female workers receiving not less than 111s. 0d. per week of 44 hours.							

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business or occupation is so unskilful that no person shall be taken as an apprentice.

3.		TIMES OF BEGINNING AND ENDING WORK—				
Times of Beginning.		Times of Ending.				
(a) For Males—						
6 a.m.	1 p.m. on Saturday.
6 a.m.	6 p.m. on the other working days of the week.
(b) For Females—						
6 a.m.	12 noon on Saturday.
6 a.m.	9 p.m. on the other working days of the week.

OVERTIME.

4. That the following rates shall be paid for overtime :—

Outside the hours fixed in clause 3	Time and a quarter except that males shall be paid at the rate of time and a half for all work performed by them on Saturday after 1 p.m. and females double time for all work performed by them on Saturday after 12 noon.
Within the hours fixed in clause 3, in excess of the number of hours as fixed for a week's work	Time and a half.

EMPLOYMENT FOR LESS THAN FULL WEEK.

5. (a) MALES.—Male employees who are employed during any week for less than the working week of 44 hours, shall be paid for the first 22 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any male person who is not engaged for a week who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness inability or some other sufficient cause beyond his control.

(b) (i) FEMALES.—Female employees, who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter.

(ii) Female persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 44 hours shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

ALLOWANCES.

6. (i) If a cleaner is required to clean windows and it is necessary to go wholly outside the window, or climb around an outside column to do such cleaning, and if such cleaning is at a height of more than 10 feet from the ground or verandah, he shall be paid 1½d. extra for every such window cleaned unless the outside window or column ledge is more than 24 inches wide, Provided that nothing in this sub-clause shall apply to cleaning from a ladder resting on the ground.

(ii) Where cleaning is done from a ladder, and the height of any portion of the window to be cleaned exceeds 25 feet from the ground, the employee shall be paid 1½d. extra for each window so cleaned.

(iii) The amount payable under this clause shall not exceed 1s. per day.

RESTRICTION AS TO CLEANING OF SANITARY CONVENIENCES.

7. No female employee shall be required to clean or attend to any sanitary convenience provided for persons of the male sex.

ANNUAL HOLIDAY.

8. 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.)

SICK LEAVE.

9. (a) Any employee, who has been in the service of an employer for not less than three months, shall be entitled to six days sick leave of absence with full pay during each subsequent twelve months' service, provided he or she produces, within 24 hours, evidence satisfactory to his or her employer that such absence was caused by ill-health or by accident.

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

For the purposes of this sub-clause service prior to the 16th May, 1945, shall be disregarded.

PAYMENT FOR HOLIDAYS.

10. (a) Except as hereinafter provided, all employees shall be entitled to the following holidays without deduction of pay :— New Year's Day, Australia Day, Anzac Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

Provided that the following employees shall not be entitled to payment for such holidays :—

- (i) In any week in which one of such holidays occur—any male employee who has been employed for less than 30½ hours.
- (ii) In any week in which two of such holidays occur—any male employee who has been employed for less than 22½ hours.

(b) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

SPECIAL RATES.

11. Double time shall be the rate for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

OVERALLS TO BE SUPPLIED.

12. Female employees with not less than six week's service with the same employer shall be supplied with overalls free of cost to employees and such overalls shall remain the property of the employer: provided, however, that such overalls shall be made available to employees only if and when the requisite number of clothing coupons have been surrendered by such employees.

PERIODICAL ADJUSTMENT OF WAGES.

13. 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 (for adults or improvers of either sex) shall be automatically adjusted as prescribed by clause 14.

Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 3 0	s. d. 6 0	£ s. d. 5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

14. (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, 1948, the amounts of the basic wage shall be as prescribed in clause 13.

(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, 3rd November, 1948.

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Factories and Shops Acts.

DETERMINATION OF THE HORSEHAIR 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 persons employed in the process, trade, business, or occupation of preparing horsehair, cowhair, or pighair for trade or sale," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices.		Improvers and Juvenile Workers.		Other Employees.	
WAGES.		WAGES.		<i>Preparing Body Hair.</i>	
	Per Week.		Per Week.	WAGES.	Per Week.
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
1st year	34 9	1st year	34 9	Person in charge of hair-washing machine	131 0
2nd	43 0	2nd	51 6	Persons engaged on hair-washing machines	124 0
3rd	51 6	3rd	86 0	Persons engaged on hair-drying machines	124 0
4th	62 0	4th	99 0	Persons who press washed and dried hair into bales	124 0
5th	86 0			All others	120 0
PROPORTION (by any employer).		PROPORTION (by any employer).		<i>Preparing any other kind of Hair.</i>	
One apprentice to every three or fraction of three workers receiving not less than 120s. per week.		One improver to every five workers receiving not less than 120s. per week.		WAGES.	Per Week.
		<i>Juvenile Workers.</i>			<i>s. d.</i>
		One juvenile worker to every Hand Spinner.		Hand Spinners	137 0
				Machine Spinners—	
				1st year	127 0
				2nd	133 0
				And thereafter	137 0
				Drafters	137 0
				Wet or dry hacklers	137 0
				Teasers and tail pullers	124 0
				Dyers or Scalders	121 0
				All others	120 0

DEFINITIONS.

3. A juvenile worker is a person (other than an apprentice or an improver), under 21 years of age employed assisting and working under the direction of a hand spinner irrespective as to whether such hand spinner is employed as a time wages employee or at piecework.

A hand spinner means an adult worker engaged in hand spinning and/or curling hair with the use of power.

HOURS.

4. The number of hours which shall constitute a week's work shall be 44, which may be worked between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive.

OVERTIME.

5. Any employee who works in excess of the daily number of hours fixed in clause 4 shall be paid for such extra time at the rate of time and a half for the first two hours and double time thereafter.

TERMS OF ENGAGEMENT.

6. (a) Employees are to be engaged either as weekly or as 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, notice of termination of employment of weekly employees may be given at any time, but one week's wages may be paid or forfeited, as the case may be, in lieu of such notice.

(c) Sub-clauses (a) and (b) of this clause shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(d) Casual employees shall be guaranteed not less than two hours' engagement for each and every start.

(e) A weekly employee to be entitled to the weekly wage shall be available ready and, willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(f) No deduction shall be made from the wages of any employee who has had not less than three months' service with the same employer, and, who is absent through illness for not more than forty-four hours of working time in any year of service, provided he proves to the satisfaction of the employer by statutory declaration that his absence was due to personal illness.

(g) Notwithstanding anything contained in sub-clause (f) hereof, if the full period of sick leave as prescribed 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 shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 1st February, 1945, shall be disregarded.

CASUAL WORK.

7. Casual work, i.e., work for less than a full week, shall be paid for at the ordinary wages rates calculated *pro rata* with the addition of twenty per centum.

MEAL ALLOWANCE.

8. Any employee required to work overtime for any period in excess of one and a half hours after the usual hour of ceasing duty shall be paid 2s. meal money.

MACHINERY TO BE STOPPED DURING MEAL HOURS.

9. In any place where body hair is prepared for trade or sale, all machinery shall be stopped during meal hours.

SHIFT WORK.

10. Employees working afternoon or night shifts shall be paid 5 per cent. more than ordinary rates.

SPECIAL RATES.

11. All work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, 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 above holidays, the special rates shall be payable only for the day so substituted.

HOLIDAYS.

12. Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Union Picnic Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

ANNUAL HOLIDAY.

13. 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.)

RIGHT OF ENTRY OF UNION OFFICIAL.

14. A duly accredited representative of the Federated Storeman and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.

(b) That he interviews employees only at the place where they are taking their meal.

(c) That not more than one representative in all be in any establishment at any one time.

(d) That no one representative visit an establishment more than once a fortnight.

(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating dissension amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PIECEWORK.

15. (a) That the lowest piecework prices to be paid to persons for doing work of the kind specified in the following schedule shall be:—

Mixing, spinning, and curling hair with use of power	17s. 0 $\frac{1}{2}$ d. per 100 lb.
Hand spinning and/or curling of hair with use of power	14s. 8 $\frac{1}{2}$ d. per 112 lb.
Wet hackling and drafting horsehair 18 inches and over in length	1s. 2 $\frac{1}{2}$ d. per lb.
" " " under 18 inches in length	2s. 5 $\frac{1}{2}$ d. per lb.
Drafting horsehair (already wet hackled) and containing not less than 33 per cent. of hair 18 inches and over in length—clippings not to exceed 3 per cent.	1s. 4 $\frac{1}{2}$ d. per lb.
Drafting all other horsehair (already wet hackled)—clippings not to exceed 3 per cent.	2s. 3 $\frac{1}{2}$ d. per lb.
Wet hackling and drafting cowhair	1s. 11d. per lb.
Drafting cowhair (tails) (already wet hackled)	1s. 6 $\frac{1}{2}$ d. per lb.
Pulling—taking long count	6d. per dozen
Wet hackling horsehair (excluding mane hair and mane hair knots)	24s. 6 $\frac{1}{2}$ d. per 100 lb.
" " " (including mane hair and mane hair knots)	30s. 4 $\frac{1}{2}$ d. ..
" " mane hair	48s. 7 $\frac{1}{2}$ d. ..
" " cowhair (tails)	33s. 2 $\frac{1}{2}$ d. ..
Sorting horsehair	1s. 5 $\frac{1}{2}$ d. extra.

A pieceworker engaged on wet hackling shall, when called upon to remove hair to and from drying rack, be paid an extra 2s. 8d. per 100 lb.

Employer to supply all tools and material.

In addition to the piecework prices herein prescribed for a hand spinner the employer shall pay in full the wages of every juvenile worker who assists such hand spinner.

(b) All employees working on piecework shall be granted the same holidays, sick leave, and annual leave as are provided for weekly wage workers, and they shall be paid for such holidays, sick leave, and annual leave, an amount based on the minimum weekly wage as set out in this Determination for the class of work performed.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages 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 17.

Provided that the wages of apprentices, improvers, and juveniles 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. Provided also that the piecework prices set out shall be increased or decreased by the same percentage and at the same time as the basic wage.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (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, 1948, the amounts of the Basic Wage shall be as prescribed in clause 16.

(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, 3rd November, 1947.



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[1947

Factories and Shops Acts.

DETERMINATION OF THE WATCHMEN'S BOARD.

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

(b) Section 225 of the *Factories and Shops Act 1928* (No. 3677) provides that "every person employed as a watchman shall be granted one holiday in every week."

IN accordance with the provisions of the Factories and Shops Acts, the Wage Board appointed in lieu of the Nightwatchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 25th November, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Classes of Employees	Wages per Week of 44 Hours.					
	Within a Radius of 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.			Other Parts of Victoria where this Determination applies.		
	Wages.	War Time Loading.	Total.	Wages.	War Time Loading.	Total.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wage Board, while performing such work, at the rate of	138 8	3 0	141 8	135 8	3 0	138 8
All others	123 3	3 0	126 3	120 3	3 0	123 3

CASUAL WATCHMEN.

3. Casual Watchmen—*i.e.* persons employed by the hour as watchmen on wharfs and/or ships, including ship's holds, in connection with overseas and/or interstate shipping shall be paid at the rate of 3s. 10½d. per hour; provided that watchmen engaged in ship's holds who are required by the employer to keep and/or make written records and/or written reports shall be paid tally clerk's rates as prescribed by their appropriate Award, Determination or Agreement.

OVERTIME.

4. (a) Any time worked in excess of 44 hours in any one week shall be paid for at the rate of time and a half.

(b) For the purpose of computing overtime, all time actually worked on Sundays or public holidays as shown in clause 6 herein shall be included and the overtime rate shall be paid in addition to the special rate.

EMPLOYMENT FOR LESS THAN FULL WEEK.

5. Employees except casual watchmen as defined in clause 3, who are employed during any week for less than the working week of 44 hours shall be paid for the first 22 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any person who is not engaged for a week but who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness, inability, or some other sufficient cause beyond his control.

SPECIAL RATES.

6. Time and a half shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, 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, the special rate shall only be payable for work done on the day so substituted:

Provided that a person who is directed by his employer to absent himself from duty on any of the days above mentioned shall if he is unable to complete 44 hours' work in that particular week, be paid ordinary rates for any such day on which he is absent.

TRAVELLING TIME AND FARES.

7. Any watchman employed on wharfs, ships, &c., away from the Melbourne wharfs and Victoria Dock shall be paid for travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement to and from the place of employment.

EMPLOYEE PROVIDING OWN BICYCLE.

8. Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

MINIMUM PAYMENT.

9. Any watchman called up for duty shall receive at least four hours' pay.

PAYMENT FOR MEAL TIMES.

10. No deduction shall be made in an employee's time for a meal period of 30 minutes unless he is permitted to leave his employer's premises for such meal. An employee shall not be required to punch clocks during the meal period of 30 minutes.

MEAL ALLOWANCE.

11. Where an employee is directed by the employer to work more than two hours into the next shift he shall be supplied by the employer with a meal or be paid a meal allowance of 2s., provided he was not notified the previous day that he would be required to work.

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 LEAVE.

13. (a) An employee, except casual watchmen as defined in clause 3, who has been in the service of an employer for not less than three months, shall be entitled to sick leave of absence for a maximum aggregate of forty-four hours of working time with full pay during each subsequent twelve months' service provided he produces satisfactory evidence to his employer that such absence was caused by ill-health or an accident.

(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 eighty-eight hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay. For the purposes of this sub-clause service prior to 18th November, 1946, shall be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne 10th November, 1947.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE NURSERYMEN'S 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 by a nurseryman in the business or occupation of a nurseryman," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.			Juvenile workers, i.e., persons under 17 years of age (not being apprentices or improvers) employed in running messages, waiting on workmen, cleaning up, or handling seedlings.		Other Employees.	
Wages.	Per Week of 44 Hours.		Wages.	Per Week of 44 Hours.	Wages.	Per Week of 44 Hours.
	Males.	Females.				
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
15 years of age or under ..	22 6	22 6	1st year	22 6	Propagators in charge of one or more employees working under glass	136 6
16 years of age	28 6	24 0	2nd year	32 6	General nursery hands, i.e., persons engaged at budding, grafting, planting, potting, or ploughing	126 0
17 years of age	40 0	35 0	3rd year	40 0	Females engaged at pricking off seedlings or preparing them for transit, picking flowers, picking seeds, staking plants in pots, cleaning cuttings, or weeding	75 0
18 years of age	55 0	48 0			Nursery labourers	113 0
19 years of age	66 0	60 0				
20 years of age	90 0	70 0				
<p>PROPORTION.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every three or fraction of three workers receiving not less than 113s. per week of 44 hours.</p>						

TERMS OF ENGAGEMENT.

3. Employees who work less than 44 hours in any week may be paid *pro rata* according to the number of hours worked.

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TIME OF BEGINNING AND ENDING WORK.

4. The time of beginning and ending work shall be the times mutually agreed upon between the employer and the employee.

OVERTIME.

5. The following rates shall be paid for overtime :—

For all work done in any week in excess of the number of hours fixed as a week's work, or in excess of nine hours in any one day—Time and a half.

SPECIAL RATES.

6. Time and a half shall be the special rate for all work done on Sunday, New Year's Day, Labour Day, Good Friday, Easter Monday, Anzac 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, the special rate shall only be payable for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

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

ANNUAL HOLIDAY.

8. The annual holiday shall be as proscribed 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.

SICK LEAVE.

9. (a) Subject to satisfactory evidence being furnished to the employer, an employee in continuous employment shall be entitled, without deduction of pay, to absent himself on account of sickness arising out of his employment for 11 hours of working time for each three months' service but not exceeding 44 hours of working time in any year.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as proscribed 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 88 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purpose of this sub-clause service prior to 1st November, 1947, shall be disregarded.

RIGHT TO INTERVIEW EMPLOYEES.

10. During the meal interval, and not more than once a month, a duly accredited official of the Australian Workers Union, authorized in writing by the President and Secretary of the Victorian Branch of such organization, shall have the right to interview any person covered by this Determination at his or her place of employment on legitimate union business.

FIRST-AID OUTFIT.

11. Employers shall provide and continuously maintain at a place reasonably accessible to all employees an efficient first-aid outfit.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates for males 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 proscribed by clause 13. Provided that the wages of apprentices, improvers, and 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.

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 3 0	6 0	5 9 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

13. (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, 1948, the amounts of the Basic Wage shall be as proscribed in clause 12.

(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, 30th October, 1947.