



# VICTORIA GOVERNMENT GAZETTE.

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[1948

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 on or after the 1st January, 1948, 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 40 Hours.		Wages.	Per Week of 40 Hours.	Wages.	Per Week of 40 Hours.
	Males.	Females.				
	s. d.	s. d.		s. d.		s. d.
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 style="text-align: center;">PROPORTION. <i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One improver to every three or fraction of three workers receiving not less than 113s. per week of 40 hours.</p>						

### TERMS OF ENGAGEMENT.

3. Employees who work less than 40 hours in any week may be paid *pro rata* according to the number of hours worked.

## 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.

An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

## 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 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.

## 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 10 hours of working time for each three months' service but not exceeding 40 hours of working time in any year.

(b) Notwithstanding the provisions of sub-clause (a) 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 80 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 prescribed 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 prescribed 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, 1st December, 1947.