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[1948]

Factories and Shops Acts.

DETERMINATION OF THE CHAFF-CUTTERS BOARD.

NOTE.—This Determination applies to the whole State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 18th July, 1938, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the process, trade, or business of chaff-cutting, corn-crushing, or compressing fodder; or in the trade of corn cleaning or corn grading;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the trade or business of chaff-cutting, corn-crushing, or compressing fodder;
- (c) employed in the process, trade, or business of threshing when such process, trade, or business is carried on in a stationary mill,

has made the following Determination, namely:—

1. That on the 11th March, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.						Other Employees.					
Wages per week of 40 hours.						Wages per week of 40 hours.					
Apprentices.						CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.					
					s. d.					s. d.	
1st year	..	..	..	..	64 0	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	135	0			
2nd "	..	..	..	..	68 6	Drivers of Motor trucks—					
3rd "	..	..	..	..	82 0	(a) having a carrying capacity of 25 cwt. or less	130	6			
4th "	..	..	..	..	90 6	(b) having a carrying capacity over 25 cwt. but not over three tons	136	6			
5th "	..	..	..	..	103 6	(c) over 3 tons but under 6 tons	139	0			
						Further tonnage—for each complete ton over 5, an extra 1/- per week.					
						Carter driving one horse	127	0			
						" " two horses	133	0			
						" " three horses	135	6			
						And 2s. 6d. extra per week for every additional horse.					
						Chaff-cutter feeders—					
						(a) in stationary mills	132	6			
						(b) on travelling plants	138	6			
						Stablemen	123	0			
						All others—					
						(a) in stationary mills	130	0			
						(b) on travelling plants	136	0			
						CORN-CLEANING OR CORN-GRADING.					
						Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	135	0			
						All others	130	0			

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 123s. per week of 40 hours.
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.

Improvers.

One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 130s. per week of 40 hours.

ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following:—

- (a) 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. per day
- (b) 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 An extra 1s.
- (c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (d) An allowance equivalent to double time or double rates, as the case may be, shall be paid to any employee whilst he is handling West Australian hay infested with mites (*Pediculoides ventricosus*).

4.

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.		
		Five Days in the Week.		The Day the Half-holiday is Usually Observed.
		Within the Metropolitan District.	Outside the Metropolitan District.	
Employees on a travelling chaffcutter or a travelling straw or fodder press	7.30 a.m.	5.30 p.m.	5.30 p.m.	12 noon
Carters	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon
All other employees	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon

STANDING OFF TIME.

5. Any employee who on any day between the times of beginning and ending work as set out in this Determination, works beyond the ordinary daily hours usually worked in his employer's establishment shall not, in order that his weekly hours may be adjusted so as not to exceed 40, be stood off for any time by his employer on any day other than the day usually observed as the half holiday.

OVERTIME.

6. The following rates shall be paid for overtime—

Outside the time of beginning and ending work—	Time and a half for the first four hours and double time thereafter
Between 12 noon and midnight on the day on which the half holiday is usually observed	" " " " "
Between 5.30 p.m. and midnight on the other working days	" " " " "
Between midnight and the time of beginning work as prescribed in clause 4.	" " " " "
Within the time of beginning and ending work in excess of the hours fixed as a week's work	" " " " "

SPECIAL RATES.

7. (a) Double time shall be the rate for all work done on Sundays.

(b) Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day (only within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and the Shires of Keilor, Kyneton, Melton, Corio and Werribee) and Werribee District Farmers' Picnic Day (within the Shires of Corio and Werribee). 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.

8. All employees 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, 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 the Shires of Keilor, Kyneton and Melton), Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic Day and the Shires of Corio and Werribee) and Werribee District Farmers' Picnic Day within the Shires of Corio and Werribee.

TIME WAGES.

9. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to thirty hours, be paid at the ordinary wages rate with an addition of thirty-three and a third per centum, and for each hour worked beyond the aforesaid thirty hours shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

10. One week's notice of termination of employment shall be given by either employer or employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be. The provisions of this clause shall not apply in any instance where an employee is dismissed for misconduct.

SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than 40 hours of working time in any year of service provided he has had at least three months' service with the employer and submits within 24 hours of the commencement of such absence satisfactory evidence that the same is not the result of his own misconduct.

(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 80 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 purpose of this sub-clause service prior to 27th September, 1944, shall be disregarded.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

FIRST AID OUTFIT.

13. Each employer shall provide a properly equipped first aid chest. Such chest shall comply, as to its contents, with the requirements of the *Factories and Shops Acts*.

PIECE-WORK.

14. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a)	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.	PER TON. s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	3 5½	2 10½	2 3½	2 1½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	4 7	3 8	3 2½	2 8	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	3 10½	3 2½	..	..	3 2½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	4 7	3 8	..	..	3 2½
 (b)					
Baling sheaf hay, meadow hay and lucerne hay by any power-driven press ..	s. d. .. 2 4½ per ton.				
Baling straw by any power-driven press { (i) Where up to and including four persons are employed ..	.. 2 10½ per ton.				
.. { (ii) Where more than four persons are employed ..	.. 2 4½ per ton.				

PERIODICAL ADJUSTMENT OF WAGES.

15. 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 16. Provided that the wages of improvers and apprentices set out in clause 2 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 piece-work prices shall be increased or decreased by an amount of ½d. per ton for every increase or decrease respectively of 1s. in the basic wage.

BASIC WAGE.

Place.	Needs Basic Wage.	Constant Loading.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 7 0	6 0	5 13 0	Melbourne.

ADJUSTMENT OF BASIC WAGE.

16. (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 May, 1948, the amounts of the Basic Wage shall be as prescribed in clause 15.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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 March, 1948.

