



VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

DETERMINATION OF THE LIMEBURNERS 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 power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of:—

(a) making lime;

(b) pulverizing or bagging limestone;

has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence on or after the 7th April, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers. (Day Shift.)					Other Employees. (Day Shift.)				
Wages Per Week of 40 Hours.					Wages Per Week of 40 Hours.				
				<i>s. d.</i>					<i>s. d.</i>
16 years of age or under	..	..	..	49 0	Lime burners or feeders	..	..	..	135 0
17 years of age ..	..	..	..	56 0	Drawers ..	..	..	..	135 0
18 years of age ..	..	..	..	68 6	Crusher hands ..	..	..	..	129 6
19 years of age ..	..	..	..	85 6	Operator of a mechanical bagging machine	..	..	..	135 0
20 years of age ..	..	..	..	117 0	Hydrator attendant ..	..	..	..	145 6
					Lime screeners ..	..	..	..	132 6
					Attendant on an automatic feeder ..	..	..	..	137 0
					Drawers' assistants ..	..	..	..	129 6
					Slack lime workers ..	..	..	..	129 6
					All others ..	..	..	..	125 6

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 125s. 6d. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

EXTRA PAYMENT FOR EMPLOYEES ON AFTERNOON OR NIGHT SHIFT.

3. Employees on Afternoon or Night Shift shall receive the rates provided in clause 2, plus 7½ per cent.

SHIFTS.

4. That the hour of beginning and the hour of ending each shift shall be as follows:—

	Time of Beginning—	Time of Ending—
Monday to Friday (Day Shift)	8 a.m.	5 p.m.
Saturday "	8 a.m.	12 noon
Monday to Saturday (Day Shift)	7 a.m.	3 p.m.
" " (Afternoon Shift)	3 p.m.	11 p.m.
Monday to Saturday (Day Shift)	7 a.m.	3 p.m.
" " (Afternoon Shift)	3 p.m.	11 p.m.
" " (Night Shift)	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

OVERTIME.

5. The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift or in excess of 40 hours per week shall be time and a half.

TIME WAGES.

6. Any person employed on time wages for less than the number of hours provided for an ordinary week's work shall be paid, for each hour worked up to 20 hours, as follows:—

- (a) In any week in which two or more public holidays occur At the ordinary wages rate with an addition of sixty-six and two-thirds per centum;
- (b) In any other week At the ordinary wages rate with an addition of thirty-three and one-third per centum;

and for each hour worked beyond the 20 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

SUNDAYS.

7. Time and a half shall be the special rate payable for all work done on Sundays.

PUBLIC HOLIDAYS.

8. Double time shall be the special rate payable for all work done on Christmas Day, Boxing Day, New Year's Day, Australia Day, 21st April (Labour Day), Good Friday, Easter Monday, Anzac Day, and King's Birthday; 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.

CRIB TIME.

9. When shifts are worked time allowed as crib time shall be deemed to be time worked.

SICK LEAVE.

10. (a) Where an employer is disabled by personal ill health (not attributable to misconduct), proof of which sickness is given to the employer by medical certificate or other satisfactory evidence within 24 hours of the employee's consequential absence, he shall, on account thereof, be entitled without deduction of pay to absent himself from work 6½ hours of working time in each two months, or for a proportionate aggregate in a longer period, but not exceeding 40 hours of working time in any year of employment.

(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 120 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 purposes of this sub-clause, service prior to the 1st March, 1948, shall be disregarded.

ANNUAL HOLIDAY.

11. 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.)

PERIODICAL ADJUSTMENT OF WAGES.

12. 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 13, provided that the wage of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be made to the nearest 6d.

In addition to the total basic wage provided in this clause the rates set out in clause 2 contain margins granted prior to the coming into operation of this Determination, and in addition increased margins and a war loading as follows:—

- Drawers' assistants, an increase in marginal rate of 5s. per week, plus 4s. as emergency war loading.
- Slack lime workers, an increase in marginal rate of 5s. per week, plus 4s. as emergency war loading.
- Other adult employees, an increase in marginal rate of 2s. per week, plus 4s. as emergency war loading.
- Apprentices and improvers, receive a *pro rata* war loading and a *pro rata* increase in wages, based on an increase of 2s. per week in the marginal rate of adult employee classified as all others.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria	5 7 0	6 0	5 13 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 May, 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 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.

A. V. BARNES, J.P., Chairman.
J. W. RYAN, Secretary.

Melbourne, 23rd March, 1948.