



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 829]

FRIDAY, SEPTEMBER 16.

[1949

Prices Regulation Acts.

PRICES REGULATION ORDER No. 106.

RUBBER GARDEN HOSE.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Decontrol Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 106.

Revocation.

2. Prices Regulation Order No. 2997 made under Commonwealth National Security (Prices) Regulations is hereby revoked.

Definition.

3. In this Order, unless the contrary intention appears:—
“Metropolitan area” means all that area comprised within a radius of 20 miles from the General Post Office, Melbourne.

Maximum Price.

4. I fix and declare the maximum price at which any type or size of rubber garden hose, specified in the Schedule to this Order, may be sold by retail to be:—
 - (a) in the metropolitan area—the price specified in the fourth column of the Schedule;
 - (b) outside the metropolitan area—the price specified in the fourth column of the Schedule plus one-halfpenny per foot.

Fixation of Maximum Prices by Notice.

5. Notwithstanding the foregoing provisions of this Order, I declare the maximum price at which rubber garden hose specified in a notice given in pursuance of this paragraph may be sold by any person to whom such notice is given to be such price as is fixed by the Prices Decontrol Commissioner by notice in writing to that person.

THE SCHEDULE.

First Column. Brand.	Second Column. Colour.	Third Column. Size and Ply.	Fourth Column. Maximum Retail Price. Per lineal foot s. d.
Manufactured by Hardie Rubber Co. Ltd.—			
Kookaburra	Black	3/4" x 3 ply	0 11
Kookaburra	Black	3/8" x 3 ply	1 2
Kookaburra	Black	1" x 3 ply	1 6
Kookaburra	Black	1" x 4 ply	1 1
Kookaburra	Black	3/8" x 4 ply	1 4
Kookaburra	Black	1" x 4 ply	1 9 1/2
Kookaburra	Red	3/8" x 3 ply	0 11 1/2
Kookaburra	Red	1" x 3 ply	1 3
Kookaburra	Red	1" x 4 ply	1 2
Kookaburra	Red	3/8" x 4 ply	1 4 1/2
Koala	Black	3/4" x 3 ply	1 1
Koala	Black	3/8" x 3 ply	1 4
Koala	Black	1" x 3 ply	1 9 1/2
Koala	Black	1" x 4 ply	1 4
Koala	Black	3/8" x 4 ply	1 7
Koala	Black	1" x 4 ply	2 0
Kangaroo	Red	3/8" x 3 ply	1 2 1/2
Kangaroo	Red	1" x 3 ply	1 5 1/2
Kangaroo	Red	1" x 3 ply	1 10 1/2
Kangaroo	Red	3/8" x 4 ply	1 6
Kangaroo	Red	1" x 4 ply	1 10
Kangaroo	Red	1" x 4 ply	2 1
Kurrajong	Green	3/8" x 4 ply	1 7
Kurrajong	Green	3/8" x 4 ply	1 11
Kurrajong	Green	1" x 4 ply	2 4 1/2
Manufactured by Dunlop Rubber (Australia) Ltd.—			
Atlantic	Black	3/4" x 3 ply and 1 braid	0 11
Atlantic	Black	3/8" x 3 ply and 1 braid	1 2
Atlantic	Black	1" x 3 ply	1 6
Prospect	Black	1" x 4 ply and 2 braid	1 1
Prospect	Black	1" x 4 ply and 2 braid	1 4
Pacific	Red	3/8" x 3 ply and 1 braid	0 11 1/2
Pacific	Red	1" x 3 ply and 1 braid	1 3
Prospect	Red	1" x 2 braid	1 2
Prospect	Red	1" x 2 braid	1 4 1/2
Federal	Black	3/8" x 3 ply and 1 braid	1 1
Federal	Black	3/8" x 3 ply and 1 braid	1 4
Federal	Black	1" x 3 ply and 2 braid	1 9 1/2
Federal	Black	1" x 4 ply	2 0
Dunlop	Black	3/8" x 3 ply	1 2 1/2
Dunlop	Black	3/8" x 3 ply	1 5 1/2
Dunlop	Black	1" x 3 ply	1 10 1/2
Watershed	Red	3/8" x 3 ply and 2 braid	1 2 1/2
Watershed	Red	3/8" x 3 ply and 2 braid	1 5 1/2
Watershed	Red	1" x 3 ply	1 10 1/2
Dunlop	Black	3/8" x 4 ply	1 6
Dunlop	Black	3/8" x 4 ply	1 10
Dunlop	Black	1" x 4 ply	2 1
Watershed	Red	1" x 4 ply	1 6
Watershed	Red	3/8" x 4 ply and 3 braid	1 10
Watershed	Red	1" x 4 ply and 3 braid	2 1
Dunlop Special	Black	3/8" x 3 ply	1 6
Dunlop Special	Black	1" x 3 ply	1 10
Dunlop Special	Black	1" x 3 ply	2 1
Dunlop Special	Red	3/8" x 3 ply	1 6
Dunlop Special	Red	1" x 3 ply	1 10
Dunlop Special	Red	1" x 3 ply	2 1
Evergreen	Green	3/8" x 2 braid	1 7
Evergreen	Green	3/8" x 2 braid	1 11
Manufactured by North Australia Rubber Mills Ltd.—			
Yellow Label	Black	3/4" x 3 ply	0 11
Yellow Label	Black	3/8" x 3 ply	1 2
Yellow Label	Black	1" x 3 ply	1 6
Grey Label	Black	3/8" x 4 ply	1 1
Grey Label	Black	1" x 4 ply	1 4
Grey Label	Black	1" x 4 ply	1 9 1/2
Yellow Label	Red	3/8" x 3 ply	0 11 1/2
Yellow Label	Red	3/8" x 3 ply	1 3
Grey Label	Red	3/8" x 4 ply	1 2
Grey Label	Red	3/8" x 4 ply	1 4 1/2
Red Label	Black	3/8" x 3 ply	1 1
Red Label	Black	3/8" x 3 ply	1 4
Red Label	Black	1" x 3 ply	1 9 1/2
Green Label	Red	3/8" x 3 ply	1 2 1/2
Green Label	Red	3/8" x 3 ply	1 5 1/2
Green Label	Red	1" x 3 ply	1 10 1/2
Green Label	Black	3/8" x 4 ply	1 6
Green Label	Black	3/8" x 4 ply	1 10
Green Label	Black	1" x 4 ply	2 1
Green Label	Red	3/8" x 4 ply	1 6

THE SCHEDULE—continued.

First Column. Brand.	Second Column. Colour.	Third Column. Size and Ply.	Fourth Column. Maximum Retail Price. Per lineal foot. s. d.
Manufactured by North Australia Rubber Mills Ltd.— continued.			
Green Label	Red	$\frac{3}{4}$ " x 4 ply	1 10
Green Label	Red	1" x 4 ply	2 1
Blue Label	Black	$\frac{1}{2}$ " x 3 ply	1 6
Blue Label	Black	$\frac{1}{2}$ " x 3 ply	1 10
Blue Label	Black	1" x 3 ply	2 1
Blue Label	Red	$\frac{3}{4}$ " x 3 ply	1 6
Blue Label	Red	$\frac{3}{4}$ " x 3 ply	1 10
Blue Label	Red	1" x 3 ply	2 1
Manufactured by Goodyear Tyre and Rubber Co. (Aust.) Ltd.—			
Pathfinder	Black	$\frac{1}{2}$ " x 1 braid	0 11
Elm	Black	$\frac{3}{4}$ " x 3 ply	0 11
Pathfinder	Black	$\frac{3}{4}$ " x 1 braid	1 2
Elm	Black	$\frac{3}{4}$ " x 3 ply	1 2
Glide	Black	$\frac{3}{4}$ " x 2 braid	1 1
Elm	Black	$\frac{3}{4}$ " x 4 ply	1 1
Glide	Black	$\frac{3}{4}$ " x 2 braid	1 4
Elm	Black	$\frac{3}{4}$ " x 4 ply	1 4
Wingfoot	Black	1" x 2 braid	1 9 $\frac{1}{2}$
Pathfinder	Red	$\frac{3}{4}$ " x 1 braid	0 11 $\frac{1}{2}$
Elm	Red	$\frac{3}{4}$ " x 3 ply	0 11 $\frac{1}{2}$
Pathfinder	Red	$\frac{3}{4}$ " x 1 braid	1 3
Elm	Red	$\frac{3}{4}$ " x 3 ply	1 3
Glide	Red	$\frac{3}{4}$ " x 2 ply braid	1 2
Elm	Red	$\frac{3}{4}$ " x 4 ply	1 2
Glide	Red	$\frac{3}{4}$ " x 2 braid	1 4 $\frac{1}{2}$
Elm	Red	$\frac{3}{4}$ " x 4 ply	1 4 $\frac{1}{2}$
Wingfoot	Black	$\frac{3}{4}$ " x 2 braid	1 2 $\frac{1}{2}$
Wingfoot	Black	$\frac{3}{4}$ " x 2 braid	1 3 $\frac{1}{2}$
Corrugated	Black	1" x 2 braid	1 10 $\frac{1}{2}$
Wingfoot	Black	$\frac{3}{4}$ " x 3 braid	1 10
Wingfoot	Black	1" x 3 braid	2 1
Emerald Cord	Green	$\frac{1}{2}$ " x 2 braid	1 7
Emerald Cord	Green	$\frac{3}{4}$ " x 2 braid	1 11
Manufactured by Olympic Tyre and Rubber Co. Ltd.—			
Olympic	Black	$\frac{1}{2}$ " x 3 ply	0 11
Olympic	Black	$\frac{3}{4}$ " x 3 ply	1 2
Olympic	Black	1" x 3 ply	1 6

Dated this 12th day of September, 1949.

J. F. WALDRON,
Prices Decontrol Commissioner.

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VICTORIA
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Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 830]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Vinegar and Yeast Section.)

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

(b) On the 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lamp shades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases."

has made, in respect of the manufacturing or preparing of vinegar and yeast, the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this section shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.			
(a) IMPROVERS.			(b) ADULTS.
Males.		Females.	Males.
	s. d.		s. d.
Under 17 years of age ..	54 6	Under 17 years of age ..	52 0
17 years of age ..	66 9	17 years of age ..	57 6
18 years of age ..	89 3	18 years of age ..	65 0
19 years of age ..	112 3	19 years of age ..	72 9
20 years of age ..	123 3	20 years of age ..	77 3
and thereafter the rate prescribed for adults.			
PROPORTION (in any place).			
One male improver to every five or fraction of five male persons receiving not less than the minimum rate prescribed for male adults.			
One female improver to every five or fraction of five female persons receiving not less than the minimum rate prescribed for female adults.			
			Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..
			155 0
			All others ..
			149 0
			Men engaged in cleaning vinegar generators— 7s. 6d. for each generator cleaned
			Females.
			All adults ..
			78 0

HOURS OF LABOUR.

3. Each employee shall have a fixed starting time. The ordinary hours of employment shall be 40 per week such hours to be worked between 6 a.m. and 6 p.m. on Monday to Friday inclusive (exclusive of meal hours). Eight hours shall constitute a day's work.

OVERTIME RATES AND TEA MONEY.

4. (a) If an employee works earlier than his starting time or later than his finishing time, or more than 40 hours per week, he shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter.

(b) Employees who are required on any day to work overtime extending beyond 5.45 p.m. on Monday to Friday inclusive, shall be paid 2s. 6d. tea money, unless on the previous day before ceasing work they shall have been notified of the intention to work such overtime. Where such notice shall have been given, and any new circumstances arise, the employer shall be entitled before noon on the day appointed for such overtime to cancel such notice, and in that case the employee shall not be entitled to tea money.

(c) Should an employee be required to work during his meal break he shall be paid at the rate of time and a half for such work and on completion of such work shall be allowed a quarter of an hour break without deduction of pay.

OVERTIME WORK.

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

SUNDAYS AND HOLIDAYS.

6. (a) All work performed on Sunday shall be paid for at the rate of time and half and on holidays at the rate of double time; if no work is done, the ordinary rates shall be paid for holidays.

(b) Provided that where an employee has not been absent on any week day in any one week without valid reason double time shall be paid for Sunday work.

CASUAL EMPLOYEES.

7. Casual employees shall mean and be deemed to be any employee engaged for a less period than 40 hours per week. All casual employees in compress yeast factories and vinegar works shall be paid one-tenth per day in addition to the wage rates prescribed by this Determination.

CONTRACT OF EMPLOYMENT.

8. All employees shall be engaged by the week and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid. Such notice shall be given at the end of a working week. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinafter mentioned and except absence without deduction of pay in accordance with clause 9 hereof.

SICK LEAVE.

9. Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for two and one half days in each quarter or for a proportionate aggregate in a longer period, but not exceeding a period of ten ordinary working days in any year of employment. To the extent such sick leave is unused by an employee the said sick leave shall be cumulative.

HOLIDAYS.

10. New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, Boxing Day, and Melbourne Cup Day, shall be holidays for the purposes of this Determination, or such other day as is generally observed as a holiday in lieu of any of such days.

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.

WATERPROOF CLOTHING AND CLOGS.

12. Where an employee is called upon to work in or with water he shall be provided with water-proof clothing, apron and clogs free during the time he is called upon to perform such duties. Provided further that suitable protective clothing and appliances shall be provided in all places where reasonably necessary.

SHOWERS.

13. Adequate hot and cold showers shall be provided by each employer for his employees.

POSTING DETERMINATION.

14. This Determination shall be posted in a conspicuous place on his working premises by each employer.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates set out in clause 2 (b) are based upon the following basic wage rate for adult males and minimum rate for adult females and pursuant to and in accordance with 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.

Basic Wage.

Place.	Basic Wage for Adult Males and Minimum for Adult Females.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies—		
Males	6 2 0	Melbourne
Females	3 18 0	„

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 November, 1949, 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 November, a February, a May, or an August, 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.

(d) The amounts of the weekly rates of juniors shall be adjusted proportionately to the amount of £6 10s. being the then weekly wage of "all other males", and to be made on the following rates, fractions of threepence to be disregarded:—

	Males.	Females.
	Per Week.	Per Week.
	£ s. d.	£ s. d.
Under 17 years of age	2 7 9	2 5 6
17 years of age	2 18 3	2 10 3
18 years of age	3 18 0	2 16 9
19 years of age	4 18 0	3 3 0
20 years of age	5 7 9	3 7 6

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

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.



VICTORIA GOVERNMENT GAZETTE.

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No. 831]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Toys Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets ;
Preparing feathers ;
Treating flax ;
Treating pyrites and other metalliferous ores ;
Mixing seed and making poultry foods ;
Glass badging ;
Gold stamping ;
Ivory working ;
Show-card and ticket-writing ;
Manufacturing or preparing—
Abrasive paper or cloth ;
Blue prints ;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board ;
Button badges ;
Carbon articles ;

Chalk, crayons, or other articles from mineral earth ;
Cinematograph film ;
Composition flooring ;
Cutlery ;
Artificial flowers and bouquets ;
Paper articles not subject to any Board heretofore appointed ;
Honey ;
Ink or adhesives ;
Silk or parchment lamp shades ;
Fishing and other nets ;
Ornament for cakes ;
Plaster models ;
Sporting goods not provided for under any Board heretofore appointed ;
Surgical instruments ;
Toys ;
Watch cases "

has made, in respect of the manufacturing or preparing of toys, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	s. d.		s. d.		s. d.
1st year's experience	.. 28 0	1st six months' experience	.. 22 3	Designers	.. 151 0
2nd "	.. 39 3	2nd "	.. 28 0	Cutters-out	.. 138 0
3rd "	.. 54 0	3rd "	.. 32 9	Fillers and/or stuffers	.. 135 0
4th "	.. 72 6	4th "	.. 38 9	All others	.. 131 0
5th "	.. 93 0	5th "	.. 43 3		
6th "	.. 107 0	6th "	.. 49 6		
7th "	.. 114 9	7th "	.. 54 6		
		8th "	.. 61 9		
		9th "	.. 66 6		
		10th "	.. 72 0		

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

- (a) Where no adult male is employed—one male improver.
- (b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females.

Notwithstanding anything contained in this Determination, any person who on 26th September, 1938, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience.

PROHIBITION OF EMPLOYMENT.

- 3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

- 4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

- 5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
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.

- 6. That all time worked—
 - (a) Outside the times of beginning and ending work prescribed in clause 5; or
 - (b) Within such prescribed times, but in excess of 40 hours in any one week—
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

- 7.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.
- (c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (d) 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.
- (e) Any person who is employed on a Sunday or any holiday provided for herein shall receive a minimum payment for four hours' work at the rate of double time, which hours shall be worked continuously. In the event of more than four hours being worked such person shall be paid for a minimum of eight hours' work at the rate of double time.

TERMS OF EMPLOYMENT.

- 8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.
- (b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours wages, which may be deducted from any wages due.
- (c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST ROOM.

9. A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.

REST PERIOD FOR FEMALES.

10. Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

ANNUAL HOLIDAY.

11. 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.

SICK LEAVE.

12. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

15. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 (b) 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 rates of adult females and all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November a February, a May, or an August, 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, 22nd July, 1949.



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No. 832]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of Section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lampshades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases;"

has made, in respect of mixing seed and making poultry foods, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	..	29	9	Adults (i) of three months' or more experience	.. 135 0
17 years of age	..	..	..	44	3	(ii) of less than three months' experience	.. 131 0
18 "	"	..	..	59	6		
19 "	"	..	..	80	9		
20 "	"	..	..	97	9		
<i>Proportion (in any place).</i>							
One improver to every two fully-paid workers.							

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than)—	Time of Ending (not later than)—
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.

6. That all time worked—

(a) Outside the times of beginning work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(c) An employer may require an employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS.

7. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) 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 reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. 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.

SICK LEAVE.

10. (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 40 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.

(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 August, 1949, shall be disregarded.

MEAL PERIOD.

11. A meal period of not less than 30 minutes and not more than 60 minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates set out in clause 2 (b) 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 rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rate in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 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, 22nd July, 1949.



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No. 833]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.
DETERMINATION OF THE GENERAL BOARD.
(Renovating Carpets Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Acts 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bon-bons.
 - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.
 - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- | | |
|---|---|
| <ul style="list-style-type: none"> Renovating carpets; Preparing feathers; Treating flax; Treating pyrites and other metalliferous ores; Mixing seed and making poultry foods; Glass badging; Gold stamping; Ivory working; Show-card and ticket-writing; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasive paper or cloth; Asbestos articles; Blue prints; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board; Button badges; Carbon articles; | <ul style="list-style-type: none"> Chalk, crayons, or other articles from mineral earth; Cinematograph film; Composition flooring; Cutlery; Artificial flowers and bouquets; Paper articles not subject to any Board heretofore appointed; Honey; Ink or adhesives; Silk or parchment lampshades; Fishing and other nets; Ornaments for cakes; Plaster models; Sporting goods not provided for under any Board heretofore appointed; Surgical instruments; Toys; Watch cases; " |
|---|---|

has made, in respect of the renovating of carpets, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	29 9	Males—(i) of 3 months' or more experience	..	..	135 0
17 years of age	..	..	44 3	(ii) of less than 3 months' experience	..	..	131 0
18 "	..	..	59 6	Females	..	..	80 3
19 "	..	..	80 9				
20 "	..	..	97 9				
<i>Proportion (in any place).</i>							
One improver to each adult employee.							

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
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.

6. That all time worked—
 (a) outside the times of beginning and ending work prescribed in clause 5; or
 (b) within such prescribed times, but in excess of 40 hours in any one week;
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
 (c) An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

HOLIDAYS.

7. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—
 The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
 (b) If any of the above holidays occur on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.
 (c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
 (d) 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.
 (e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.
 (b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa, the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.
 (c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. 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.

SICK LEAVE.

10. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.
 (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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 (b) 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 rates of adult females and of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, the amount of the 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, 22nd July, 1949.



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FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Plaster Model Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lampshades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases;"

has made, in respect of the manufacturing or preparing of plaster models, the following Determination namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.					
				<i>s. d.</i>					
Under 17 years of age	29	9	Persons engaged in making or preparing moulds	..	141	0
17 years of age	44	6	Persons engaged in coloring or decorating models—			
18 years of age	59	6	(a) by hand	..	155	0
19 years of age	80	6	(b) by spray, or otherwise than by hand	..	143	0
20 years of age	97	9	Persons engaged in assembling or finning models	..		
						when taken from moulds	..	136	0
PROPORTION (IN ANY PLACE).						All others	..	131	0
One improver to every three adult employees.									

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40, to be worked as follows:—

On Saturday	..	..	..	..	From 8 a.m. to 12 noon.
On Monday to Friday	..	..	..	..	From 8 a.m. to 12 noon, and from 1 p.m. to 5 p.m.

OVERTIME.

5. (a) That all time worked outside the times of beginning and ending work prescribed in clause 4 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

6. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

TERMS OF EMPLOYMENT.

7. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

8. 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.

SICK LEAVE.

9. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

10. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

11. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

12. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates set out in clause 2 (b) are based upon the following basic wage, 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 14. Provided that the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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, 22nd July, 1949.



VICTORIA GOVERNMENT GAZETTE.

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No. 835]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades or branches of trades, for the purposes of section (8) of the *Factories and Shops Act* 1936, that is to say :—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bon-bons.
 - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.
 - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say :—

- | | |
|---|--|
| <ul style="list-style-type: none"> Renovating carpets ; Preparing feathers ; Treating flax ; Treating pyrites and other metalliferous ores ; Mixing seed and making poultry foods ; Glass badging ; Gold stamping ; Ivory working ; Show-card and ticket-writing ; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasives paper or cloth ; Asbestos articles ; Blue prints ; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board ; Button badges ; Carbon articles ; | <ul style="list-style-type: none"> Chalk, crayons, or other articles from mineral earth ; Cinematograph film ; Composition flooring ; Cutlery ; Artificial flowers and bouquets ; Paper articles not subject to any Board heretofore appointed ; Honey ; Ink or adhesives ; Silk or parchment lamp shades ; Fishing and other nets ; Ornaments for cakes ; Plaster models ; Sporting goods not provided for under any Board heretofore appointed ; Surgical instruments ; Toys ; Watch cases " |
|---|--|

has made, in respect of the—
 manufacturing or preparing of paper crackers or bon-bons,
 the following Determination namely :—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.
 No. 835.—8132/49.—PRICE 6D.

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.	
Males.		Females.			
	s. d.		s. d.		s. d.
1st year's experience ..	28 0	1st six months' experience ..	22 3		
2nd " " ..	39 3	2nd " " ..	28 0		
3rd " " ..	54 0	3rd " " ..	32 9		
4th " " ..	72 6	4th " " ..	38 9		
5th " " ..	93 0	5th " " ..	43 3		
6th " " ..	107 0	6th " " ..	49 6		
7th " " ..	114 9	7th " " ..	54 6	Males ..	131 0
and thereafter the rate prescribed for adults		8th " " ..	61 9	Females ..	73 3

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.

Five female improvers to each female person receiving not less than the rate prescribed for adults.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.15 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked —

(a) Outside the times of beginning and ending work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(c) An employee may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time. . . .

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purposes of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

9. Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

ANNUAL HOLIDAY.

10. 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.

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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) 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 rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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, 22nd July, 1949.

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No. 836]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Paper Articles (not elsewhere included) Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and bows.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lampshades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases."

has made, in respect of the manufacturing or preparing of—

(a) designs for paper patterns or for other paper articles whatsoever;

(b) paper articles not subject to any Board heretofore appointed—

the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.							
Males.		Females.		Males.							
	s.	d.		s.	d.		s.	d.			
1st year's experience	..	28	0	1st six months' experience	..	22	3	Adults (i) Of three months' or more experience	..	135	0
2nd "	..	39	6	2nd "	..	28	0	(ii) Of less than three months' experience	..	131	0
3rd "	..	54	0	3rd "	..	32	9				
4th "	..	72	6	4th "	..	38	9				
5th "	..	93	3	5th "	..	43	3				
6th "	..	107	0	6th "	..	49	9				
7th "	..	114	9	7th "	..	54	3				
years of age and until 21	..			8th "	..	62	3				
	..			9th "	..	66	3				
	..			10th "	..	72	3				
	..			until 21 years of age	..						

NOTE.—The rates prescribed for improvers shall apply only to such employes as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.
One male improver to each male person receiving not less than the minimum wage.

Females.
Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
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.

6. That all time worked—

- (a) outside the times of beginning and ending work prescribed in clause 5; or
- (b) within such prescribed times, but in excess of 40 hours in any one week;

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) 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.

(e) Any person who is employed on a Sunday or any holiday provided for herein shall receive a minimum payment for four hours' work at the rate of double time, which hours shall be worked continuously. In the event of more than four hours being worked such person shall be paid for a minimum of eight hours' work at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST ROOM.

9. A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.

REST PERIOD FOR FEMALES.

10. Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

ANNUAL HOLIDAY.

11. 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.

SICK LEAVE.

12. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

15. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 (b) 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 rates of adult females and all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded. Provided also that no rate shall be increased or decreased by more than the increase or decrease in the basic wage.

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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.



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FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Lampshade Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of Section (8) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lamp shades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases"

has made, in respect of the manufacturing or preparing of—

(a) Silk or parchment lampshades,

(b) Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein,

the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 27 3	1st six months' experience..	22 0	Persons engaged in cutting out material for parts of lamp-shades	133 0		
2nd " "	.. 38 6	2nd " " "	.. 27 9	All others	131 0		
3rd " "	.. 52 3	3rd " " "	.. 32 9				
4th " "	.. 71 0	4th " " "	.. 38 9				
5th " "	.. 90 3	5th " " "	.. 43 6				
6th " "	.. 104 0	6th " " "	.. 49 3				
7th " "	.. 111 0	7th " " "	.. 54 3				
		8th " " "	.. 61 9				
And thereafter the minimum wage.							
PROPORTION.							
Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.							
Three female improvers to each female person receiving not less than the minimum wage.							

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).		Time of Ending (not later than).	
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	6 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

9. (a) That females engaged in sketching, painting, or decorating by freehand or stencils, shall be allowed, during each morning and afternoon, an interval of ten minutes for rest after two hours' work, such interval to count as part of time worked.

(b) That females engaged in any work not specified in the foregoing sub-clause, where the spell of duty exceeds four hours, shall be allowed an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.

ANNUAL HOLIDAY.

10. 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.

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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) 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 rates of adult females and all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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, 22nd July, 1949.





VICTORIA GOVERNMENT GAZETTE.

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No. 838]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Ink or Adhesives Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bon-bons.
 - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.
 - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- | | |
|---|--|
| <ul style="list-style-type: none"> Renovating carpets; Preparing feathers; Treating flax; Treating pyrites and other metalliferous ores; Mixing seed and making poultry foods; Glass badging; Gold stamping; Ivory working; Show-card and ticket-writing; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasive paper or cloth; Asbestos articles; Blue prints; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board; Button badges; Carbon articles; | <ul style="list-style-type: none"> Chalk, crayons, or other articles from mineral earth; Cinematograph film; Composition flooring; Cutlery; Artificial flowers and bouquets; Paper articles not subject to any Board heretofore appointed; Honey; Ink or adhesives; Silk or parchment lamp shades; Fishing and other nets; Ornaments for cakes; Plaster models; Sporting goods not provided for under any Board heretofore appointed; Surgical instruments; Toys; Watch cases" |
|---|--|

has made, in respect of the manufacturing or preparing of ink or adhesives, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Adults.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience	.. 28 0	1st six month's experience	22 3	Printing-ink grinder and/or mixer	.. ..	135 0	
2nd .. ..	.. 39 6	2nd	28 0	All others .. ..	.. ..	131 0	
3rd .. ..	.. 54 0	3rd	32 9				
4th .. ..	.. 72 6	4th	38 9				
5th .. ..	.. 93 0	5th	43 6				
6th .. ..	.. 107 3	6th	49 6				
7th .. ..	.. 114 9	7th	54 3				
		8th	61 9	All persons .. ..	.. ..	73 3	

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.
One improver to each male adult.

Females.
One improver to each female receiving not less than the minimum wage.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).				Time of Ending (not later than).	
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.

6. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause 5; or
- (b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages, and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. 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.

SICK LEAVE.

10. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 (b) 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 rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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 shilling, 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, 22nd July, 1949.





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No. 839]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Gold Beating Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lampshades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases"

has made, in respect of the trade of gold beating, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

No. 839.—8136/49.—PRICE 6d.

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.				
Males.		s. d.	Females.		s. d.	Males.		s. d.
1st year's experience ..	..	28 0	1st six months' experience ..	..	22 3	Beaters ..	..	153 0
2nd " " ..	..	39 3	2nd " " ..	..	28 0	All Others ..	..	131 0
3rd " " ..	..	60 9	3rd " " ..	..	32 9			
4th " " ..	..	97 9	4th " " ..	..	38 9			
5th " " ..	..	and until 21	5th " " ..	..	43 3			
		years of age 123 3	6th " " ..	..	49 6			
			7th " " ..	..	54 6			
			8th " " ..	..	61 9			
			9th " " ..	..	66 6			
			10th " " ..	..	72 0			

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.
Two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.
Three female improvers to every two female workers receiving the adult rate.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
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.

6. That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) 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.

(e) Any person who is employed on a Sunday or any holiday provided for herein shall receive a minimum payment for four hours' work at the rate of double time, which hours shall be worked continuously. In the event of more than four hours being worked such person shall be paid for a minimum of eight hours' work at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST ROOM.

9. A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.

REST PERIOD FOR FEMALES.

10. Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

ANNUAL HOLIDAY.

11. 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.

SICK LEAVE.

12. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

15. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 (b) 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 rate shall be automatically adjusted as prescribed by clause 17. Provided that the rates of adult females, and all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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 .037 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.



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FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Flax Treating Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say :—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bon-bons.
 - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and bows.
 - Vinegar and yeast.
 - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say :—

- | | |
|--|---|
| <ul style="list-style-type: none"> Renovating carpets ; Preparing feathers ; Treating flax ; Treating pyrites and other metalliferous ores ; Mixing seed and making poultry foods ; Glass badging ; Gold stamping ; Ivory working ; Show-card and ticket-writing ; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasive paper or cloth ; Asbestos articles ; Blue prints ; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board ; Button badges ; Carbon articles ; | <ul style="list-style-type: none"> Chalk, crayons, or other articles from mineral earth ; Cinematograph film ; Composition flooring ; Cutlery ; Artificial flowers and bouquets ; Paper articles not subject to any Board heretofore appointed ; Honey ; Ink or adhesives ; Silk or parchment lampshades ; Fishing and other nets ; Ornaments for cakes ; Plaster models ; Sporting goods not provided for under any Board heretofore appointed ; Surgical instruments ; Toys ; Watch cases"— |
|--|---|

has made, in respect of the Treating of Flax, the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2. Wages per week of 40 Hours (a) (Day Shift).

(i) Improvers.			(ii) Other Employees.		
		<i>s. d.</i>		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.
Under 17 years of age	.. ..	35 0			
17 years of age	.. ..	44 3			
18 years of age	.. ..	59 6			
19 years of age	.. ..	80 9			
20 years of age	.. ..	97 9			
PROPORTION (in any place).					
One improver to each adult employee.					
			<i>£ s. d.</i>		<i>£ s. d.</i>
	Foreman in charge	.. ..	7 3 0		7 0 0
	Scutcher (hand)	.. ..	6 17 0		6 14 0
	Scutcher (machine)	.. ..	6 14 0		6 11 0
	All others	.. ..	6 11 0		6 8 0

(b) NIGHT SHIFT.—Any employee working on night shift shall be paid 5s. per week in addition to the above rates.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK (DAY SHIFT).

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
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 (DAY SHIFT).

6. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause 5; or
- (b) Within such prescribed times, but in excess of 40 hours in any one week— shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
- (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOURS AND SPECIAL CONDITIONS FOR NIGHT SHIFT.

- 7. (a) The hours of work on night shift shall be 40 per week.
- (b) An employee transferred from day work to night work shall be guaranteed his position on day work after he has completed his work on the night shift.
- (c) A night shift shall be deemed to be any shift where the majority of the hours of the shift are worked outside the ordinary hours of day work.
- (d) No improver under the age of 18 years shall be required to work at night.
- (e) No female employee shall be employed on night shift.
- (f) The employment on night shifts of adult workers who are not eligible for transfer to day work may be terminated by 24 hours' notice on either side.
- (g) The employment of male improvers between 18 and 21 years of age on night shift may be terminated without notice.
- (h) For work done outside the recognized hours of duty in any establishment on night shift, overtime shall be paid, after 40 hours have been worked, at the rate of time and a half for the first four hours and double time thereafter.

HOLIDAYS.

- 8. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.
- (c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (d) 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.
- (e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

TERMS OF EMPLOYMENT.

- 9. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.
- (b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.
- (c) Provided that any notice determining the employment solely for the purposes of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

10. 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.

MARGINAL RATES.

11. In addition to the current total basic wage the margins set out in this clause shall be the minimum rate payable to employees therein named:—

	Per Week.	
	s.	d.
Foreman in charge of factory	15	0
Scutcher (hand)	9	0
Scutcher (machine)	6	0

SICK LEAVE.

12. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

15. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 (a) ii 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 rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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, 22nd July, 1949.



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No. 841]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Feathers and Feather Articles Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1938*, that is say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lampshade;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases"

has made, in respect of—

(a) preparing feathers,

(b) manufacturing or preparing articles made of feathers including dress ornaments and boas,

the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

PERSONS ENGAGED IN PREPARING FEATHERS.

2. WAGES PER WEEK OF 40 HOURS.	
(a) Improvers.	(b) Other Employees.
<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age	All adults
29 9	131 0
17 years of age	
44 3	
18 years of age	
59 6	
19 years of age	
80 3	
20 years of age	
97 9	
<i>Proportion (in any place).</i>	
One improver to each adult employee.	

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
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.

6. That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. 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.

SICK LEAVE.

10. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

PERSONS ENGAGED IN MANUFACTURING OR PREPARING ARTICLES MADE OF FEATHERS, INCLUDING DRESS ORNAMENTS AND BOAS.

14. WAGES PER WEEK OF 40 HOURS.	
(a) IMPROVERS.	
Males.	Females.
1st year's experience	1st six months' experience
2nd year's experience	2nd six months' experience
3rd year's experience	3rd six months' experience
4th year's experience	4th six months' experience
5th year's experience	5th six months' experience
6th year's experience	6th six months' experience
7th year's experience	7th six months' experience
	8th six months' experience
	9th six months' experience
	10th six months' experience

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

Three male improvers to every two or fraction of two male persons receiving not less than the rate prescribed for adults. Two female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

(b) ADULTS.

	s.	d.
Males :— (i) of 3 months' or more experience	132	0
(ii) of less than 3 months' experience	131	0
Females	73	3

PROHIBITION OF EMPLOYMENT.

15. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

16. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

17. That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.15 p.m. on the other working days of the work.

OVERTIME.

18. That all time worked—
 (a) Outside the times of beginning and ending work prescribed in clause 17; or
 (b) Within such prescribed times, but in excess of 40 hours in any one week—
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
 (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS AND SUNDAY WORK.

19. That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

TERMS OF EMPLOYMENT.

20. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

21. Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

ANNUAL HOLIDAY.

22. 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.

SICK LEAVE.

23. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

24. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

25. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

26. Employers shall provide boiling water for employees at meal times.

ALL PERSONS SUBJECT TO THIS DETERMINATION.

PERIODICAL ADJUSTMENT OF WAGES.

27. The wages rates for males, set out in clauses 2 (b) and 14 (b) 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 28. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

28. (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 November, 1949, the amounts of the Basic Wage shall be as prescribed in clause 27.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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, 22nd July, 1949.



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FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Chalk and Crayon Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (b) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth.
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lamp shades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases".

has made, in respect of the manufacturing or preparing of chalk, crayons, or other articles from mineral earth, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

No. 842.—S139/49.—PRICE 6D.

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.	
Males.		Females.			
	s. d.		s. d.		s. d.
1st year's experience ..	28 0	1st six months' experience	22 3	Grinding mill attendant	135 0
2nd " " ..	39 6	2nd " " " ..	28 0	Person engaged in testing and/or checking	
3rd " " ..	54 0	3rd " " " ..	32 9	formulae	141 0
4th " " ..	72 6	4th " " " ..	38 9	Person in charge of mixing ingredients and	
5th " " ..	93 0	5th " " " ..	43 6	making chalks from given formulae ..	136 0
6th " " ..	107 3	6th " " " ..	49 6	Persons not provided for	
7th " " ..	114 9	7th " " " ..	54 3	Males	131 0
		8th " " " ..	61 9	Females	73 3
and thereafter the minimum wage.					
<i>Proportion.</i>					
One male improver to each male person receiving not less than the minimum wage.					
Three female improvers to each female person receiving not less than the minimum wage.					

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the time of beginning and ending work shall be :—

Time of Beginning (not earlier than).	Time of Ending (not later than).
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.

6. That all time worked—
 (a) Outside the times of beginning and ending work prescribed in clause 5; or
 (b) Within such prescribed times, but in excess of 40 hours in any one week—
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
 (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

9. Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

ANNUAL HOLIDAY.

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

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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) 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 rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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, 22nd, July, 1949.

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VICTORIA GOVERNMENT GAZETTE.

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No. 843]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Carbon Articles Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purpose of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cultery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lamp shades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases"

has made, in respect of the manufacturing or preparing of carbon articles, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.			
			<i>s. d.</i>				<i>s. d.</i>
Under 16 years of age	..	..	30 0	Foreman in charge	..	..	157 0
16 years of age and under 17 years	..	..	44 0	(i) All others of three months' or more experience	..	..	142 0
17 years of age and under 18 years	..	..	77 3	(ii) All others of less than three months' experience	..	..	131 0
18 years of age and under 19 years	..	..	97 9				
19 years of age and under 21 years	..	..	117 6				
PROPORTION (in any place.)							
One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers.							

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).				Time of ending (not later than).			
7.30 a.m.	12 noon on Satur'ay.
7.30 a.m.	5.30 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause 5; or
 (b) Within such prescribed times, but in excess of 40 hours in any one week—
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
 (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS.

7. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not effect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. 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.

SICK LEAVE.

10. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 (b) 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 rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 22nd July, 1949.



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No. 844]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.
DETERMINATION OF THE GENERAL BOARD.
(Cake Ornament Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bon-bons.
 - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.
 - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- | | |
|---|--|
| <ul style="list-style-type: none"> Renovating carpets; Preparing feathers; Treating flax; Treating pyrites and other metalliferous ores; Mixing seed and making poultry foods; Glass badging; Gold stamping; Ivory working; Show-card and ticket-writing; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasive paper or cloth; Asbestos articles; Blue prints; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board; Button badges; Carbon articles; | <ul style="list-style-type: none"> Chalk, crayons, or other articles from mineral earth; Cinematograph film; Composition flooring; Cutlery; Artificial flowers and bouquets; Paper articles not subject to any Board heretofore appointed; Honey; Ink or adhesives; Silk or parchment lampshades; Fishing and other nets; Ornaments for cakes; Plaster models; Sporting goods not provided for under any Board heretofore appointed; Surgical instruments; Toys; Watch cases " |
|---|--|

has made, in respect of the manufacturing or preparing of ornaments for cakes, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2. **WAGES PER WEEK OF 40 HOURS.**

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	s.	d.		s.	d.		s. d.
1st year's experience	28	0	1st six months' experience	22	3		
2nd " "	40	3	2nd " "	28	0		
3rd " "	54	0	3rd " "	32	9		
4th " "	72	6	4th " "	38	9		
5th " "	93	0	5th " "	43	6		
6th " "	107	3	6th " "	49	6		
7th " "	114	9	7th " "	54	3		
			8th " "	61	9		
						Males	131 0
						Females	73 3

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. . . . .	.. 12 noon on Saturday.
7.30 a.m. . . . .	.. 5.15 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause 5; or

(b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. 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.

REST PERIOD FOR FEMALES

10. Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) 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 rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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, 22nd July, 1949.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that proper record-keeping is essential for ensuring the integrity of the financial statements and for providing a clear audit trail. The document also highlights the need for transparency and accountability in all financial dealings.

In addition, the document outlines the specific requirements for record-keeping, including the need to retain records for a minimum of seven years. It also discusses the importance of using reliable and secure systems for storing and managing financial data. The document further emphasizes the need for regular reviews and updates of the record-keeping procedures to ensure they remain effective and compliant with applicable regulations.

The document also addresses the issue of data security and the need to implement robust measures to protect financial information from unauthorized access and disclosure. It stresses the importance of conducting regular security audits and implementing strong password policies and access controls. Furthermore, the document highlights the need for staff training and awareness programs to ensure that all employees understand their responsibilities in maintaining the security of financial data.

Finally, the document concludes by reiterating the importance of maintaining accurate and secure financial records. It encourages all stakeholders to adhere to the highest standards of financial reporting and record-keeping to ensure the long-term success and sustainability of the organization. The document also provides a list of resources and contact information for further assistance and support.



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No. 845]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Buttons and Buckles Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (8) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;	Chalk, crayons, or other articles from mineral earth;
Preparing feathers;	Cinematograph film;
Treating flax;	Composition flooring;
Treating pyrites and other metalliferous ores;	Cutlery;
Mixing seed and making poultry foods;	Artificial flowers and bouquets;
Glass badging;	Paper articles not subject to any Board heretofore appointed;
Gold stamping;	Honey;
Ivory working;	Ink or adhesives;
Show-card and ticket-writing;	Silk or parchment lampshades;
Manufacturing or preparing—	Fishing and other nets;
Abrasive paper or cloth;	Ornaments for cakes;
Asbestos articles;	Plaster models;
Blue prints;	Sporting goods not provided for under any Board heretofore appointed;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;	Surgical instruments;
Button badges;	Toys;
Carbon articles;	Watch cases "

has made, in respect of the manufacturing or preparing of buttons and buckles other than those subject to the Determination of the Plastic Moulding Board, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

No. 845.—8142/49.—PRICE 6D.

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.				(b) ADULTS.			
Males.		Females.		Males		Females	
	<i>s. d.</i>		<i>s. d.</i>			<i>s. d.</i>	
1st year's experience	.. 28 3	1st six months' experience	22 0	..	..	131	0
2nd "	.. 38 6	2nd "	27 9	..	..	73	3
3rd "	.. 52 3	3rd "	32 9				
4th "	.. 71 0	4th "	38 9				
5th "	.. 90 3	5th "	43 6				
6th "	.. 104 0	6th "	49 3				
7th "	.. 111 0	7th "	54 3				
		8th "	61 9				

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.
One improver to each male worker receiving not less than the minimum wage.

Females.
Two improvers to each female person receiving not less than the minimum wage.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

HOURS OF EMPLOYMENT.

4. Forty hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed.

OVERTIME.

5. (a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, or in excess of 40 hours in any week, shall be paid overtime at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(e) An employer may require any employee of sixteen years of age or over to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

MIDDAY MEAL.

6. (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.

(b) No work shall be performed during such meal time.

HOLIDAYS.

7. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(f) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

TERMS OF EMPLOYMENT.

8. (a) Except as hereinafter provided, employment shall be on a weekly basis, and notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

Provided that the employment of any person during the first three months of his or her service with the same employer shall be on an hourly basis, and such employment may be terminated by one hour's notice on either side.

ACCOMMODATION FOR FEMALES.

9. (a) The employer shall provide a suitable seat for females to rest.
 (b) A rest room shall be provided by every employer of more than ten females. Such room shall contain a suitable couch, two easy chairs, two rubber hot-water bags, and shall be properly lighted and ventilated.

PAYMENT OF WAGES.

10. (a) Wages shall be paid weekly, not later than Friday, except by mutual agreement between the employer and his employees.
 (b) Any employee kept waiting for his or her wages on pay day for more than ten minutes after the usual time for ceasing work shall be paid at overtime rates for the time so kept waiting.
 (c) Where the services of an employee are dispensed with, all wages due shall be paid to him or her on the day of dismissal, or forwarded to him or her by post on the day following.
 (d) Not more than two days' pay of any employee shall be kept in hand by an employer.

ANNUAL HOLIDAY.

11. 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.

SICK LEAVE.

12. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

13. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

14. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

15. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for males set out in clause 2 (b) 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 rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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, 22nd July, 1949.

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VICTORIA
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No. 846]

FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Blue Print Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act* 1936, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic moulding Board;
Button badges;
Carbon articles;
Chalk, crayons, or other articles from mineral earth;

Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lamp shades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases "

has made, in respect of the manufacturing or preparing of blue prints, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employers.		
Males.		Females.		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.		
	s. d.		s. d.		s. d.	Other Parts of Victoria where this Determination Applies.
1st years' experience	28 0	1st six months' experience	22 3			
2nd "	39 6	2nd "	28 0			
3rd "	54 0	3rd "	32 9			
4th "	72 6	4th "	38 9			
5th "	93 0	5th "	43 6			
6th "	107 3	6th "	49 6			
7th "	114 9	7th "	54 3			
		8th "	61 9			
and thereafter the minimum wage.						
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.						
PROPORTION.						
One improver to each person of the same sex receiving not less than the minimum wage.						
				Operators of blue-printing machines—		
				Males—		
				(i) with 3 months' or more experience ..	134 0	131 0
				(ii) with less than 3 months' experience	131 0	128 0
				Females	79 3	79 3
				All other persons—		
				Males	131 0	128 0
				Females	73 3	73 3

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).	Time of ending (not later than).
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.

6. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause 5; or
- (b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS.

7. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) 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.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages, and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

ANNUAL HOLIDAY.

9. 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.

SICK LEAVE.

10. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 (b) 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 rates of adult females operating blue-printing machines shall be 65 per cent., and that the rates of other adult females shall be 80 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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. 22nd July, 1949.



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FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Asbestos Articles Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act* 1936, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets ;
 Preparing feathers ;
 Treating flax ;
 Treating pyrites and other metalliferous ores ;
 Mixing seed and making poultry foods ;
 Glass badging ;
 Gold stamping ;
 Ivory working ;
 Show-card and ticket-writing ;
 Manufacturing or preparing—
 Abrasive paper or cloth ;
 Asbestos articles ;
 Blue prints ;
 Buttons and buckles other than those subject to
 the Determination of the Plastic Moulding
 Board ;
 Button badges ;
 Carbon articles ;
 Chalk, crayons, or other articles from mineral
 earth ;

Cinematograph film ;
 Composition flooring ;
 Cutlery ;
 Artificial flowers and bouquets ;
 Paper articles not subject to any Board heretofore appointed ;
 Honey ;
 Ink or adhesives ;
 Silk or parchment lampshades ;
 Fishing and other nets ;
 Ornaments for cakes ;
 Plaster models ;
 Sporting goods not provided for under any Board heretofore
 appointed ;
 Surgical instruments ;
 Toys ;
 Watch cases "

has made, in respect of the manufacturing or preparing of Asbestos Articles, the following Determination, namely—

I. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.				(b) Other Employees.					
				<i>Males.</i>					
				<i>s. d.</i>					
Under 17 years of age	29	9	Oven hands	.. .. .	135	0
17 years of age	44	6	Machine attendants	.. .. .	135	0
18 years of age	59	6	All others of 3 months' or more experience	.. .. .	131	0
19 years of age	80	6	All others of less than 3 months' experience	.. .. .	128	0
20 years of age	97	9				
<i>Proportion (in any place).</i>				<i>Females.</i>					
One improver to every three adult employees.				All adults	..	..	..	73	3

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 unskilled that no person shall be taken as an apprentice.

WEEKLY HOURS.

3. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

4. That the times of beginning and ending work shall be:—

Time of Beginning (Not earlier than).	Time of Ending (Not later than).
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. That all time worked—

- (a) Outside the times of beginning and ending work prescribed in Clause 4; or
 (b) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

HOLIDAYS AND SUNDAY WORK.

6. That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

TERMS OF EMPLOYMENT.

7. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through and breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages; and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

8. That females engaged in any work where the spell of duty exceeds four hours shall be allowed during each morning, an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.

ANNUAL HOLIDAY.

9. 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.

SICK LEAVE.

10. (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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.

(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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

11. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

12. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

13. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates for males set out in clause 2 (b) 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 rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 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 November, 1949, 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 November, a February, a May, or an August, 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, 22nd July, 1949.



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FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whataoever.
 - Paper crackers or bon-bons.
 - Lamp-shades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.
 - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- | | |
|--|---|
| <ul style="list-style-type: none"> Renovating carpets; Preparing feathers; Treating flax; Treating pyrites and other metalliferous ores; Mixing seed and making poultry foods; Glass badging; Gold stamping; Ivory working; Show-card and ticket-writing; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasive paper or cloth; Asbestos articles; Blue prints; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Boards; Button badges; Carbon articles; | <ul style="list-style-type: none"> Chalk, crayons, or other articles from mineral earth; Cinematograph film; Composition flooring; Cutlery; Artificial flowers and bouquets; Paper articles not subject to any Board heretofore appointed; Honey; Ink or adhesives; Silk or parchment lamp shades Fishing and other nets; Ornaments for cakes; Plaster models; Sporting goods not provided for under any Board heretofore appointed; Surgical instruments; Toys; Watch cases" |
|--|---|

has made, in respect of the manufacturing or preparing of artificial flowers and bouquets, the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.							(b) ADULTS.		
Males.		Females.							
Experience.	s. d.	Commencing Age.						Females ..	s. d.
		15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
1st year's experience..	27 9								
2nd "	39 6						Males—	73 3	
3rd "	54 0						Cutters ..	134 0	
4th "	72 9						All others..	131 0	
5th "	93 0								
6th "	107 3								
7th "	114 6								
		15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.		
1st year ..	24 0	28 0	31 0	37 3	46 0	54 0			
2nd "	35 6	39 0	43 3	54 0	59 0	..			
3rd "	46 0	50 3	55 0	70 0	..	..	
4th "	58 3	63 0	70 0	..	..	..
5th "	70 0	70 0	..	..	..	..

and thereafter the rate prescribed for adults.

PROPORTION.
 Two male improvers to each male person receiving not less than the rate prescribed for adults.
 Three female improvers to each female person receiving not less than the rate prescribed for adults.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).				Time of Ending (not later than).	
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.15 p.m. on the other working days of the week.

OVERTIME.

6. That all time worked—
 (a) Outside the times of beginning and ending work prescribed in clause 5; or
 (b) Within such prescribed times, but in excess of 40 hours in any one week—
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
 (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

HOLIDAYS AND SUNDAY WORK.

7. That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

TERMS OF EMPLOYMENT.

8. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.
 (b) In lieu of such 40 working hours' notice, except in circumstances referred to above, the employer may pay 40 hours' wages and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.
 (c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

9. Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

ANNUAL HOLIDAY.

10. 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.

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 hours of working time in any year of service, provided he or she has submitted within twenty-four 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.
 (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 one hundred and twenty 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 August, 1949, shall be disregarded.

MEAL PERIOD.

12. A meal period of not less than thirty minutes and not more than sixty minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

13. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

14. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for males set out in clause 2 (b) 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 16. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 6 2 0	s. d. 6 0	£ s. d. 6 8 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 November, 1949, 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 November, a February, a May, or an August, 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, 22nd July, 1949.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, SEPTEMBER 16.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(ABRASIVES SECTION.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lamp-shades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets
Preparing leathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;
Chalk, crayons, or other articles from mineral earth;

Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lamp shades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases "

has made, in respect of the manufacturing or preparing of:—

(a) Abrasive paper or cloth;

(b) Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones,

the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1949, the last previous Determination for this Section shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers				(b) Other Employees.					
Males.		Females.		Abrasive Paper or Cloth.					
	s. d.		s. d.	Males.		Females.			
1st year's experience	.. 28 0	1st six months' experience	22 3	Machine operators	.. ..	..	137 0
2nd "	.. 39 6	2nd "	28 0	All others	.. ..	..	131 0
3rd "	.. 54 0	3rd "	32 9						
4th "	.. 72 6	4th "	38 9						
5th "	.. 93 0	5th "	43 6						
6th "	.. 107 3	6th "	49 6						
7th "	.. 114 9	7th "	54 3						
		8th "	61 9						
and thereafter the minimum wage.				All adults				73 3
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.				Abrasive Articles (other than Abrasive Paper or Cloth).					
				Males.		Females.			
				Head burners	.. ..	..	141 0
				Other burners	.. ..	..	137 0
				Surfacers of abrasive articles	.. ..	..	134 0
				All others	.. ..	..	131 0

PROPORTION.

(a) Abrasive Paper or Cloth.

One improver to each person of the same sex receiving not less than the minimum wage.

(b) Abrasive Articles (other than Abrasive Paper or Cloth).

Two improvers to the first adult employed, and thereafter one improver to each adult.

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

WEEKLY HOURS.

4. That the number of hours to constitute an ordinary week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

5. That the times of beginning and ending work for all persons except burners and shift workers shall be:—

Time of Beginning (not earlier than).		Time of Ending (not later than).	
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.

6. That all time worked—(a) By persons employed as burners or shift workers (in excess of 40 hours in any one week) shall be paid for at the rate of time and a quarter.

(b) By other persons employed—

- (i) Outside the times of beginning and ending work prescribed in clause (5); or
- (ii) Within such prescribed times, but in excess of 40 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

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

SHIFT WORK.

7. (a) The ordinary hours of shift workers shall not exceed—

- (i) 40 in any week, to be worked in five shifts of 8 hours, on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or
- (ii) 80 in fourteen consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week;
- (iii) 120 in 21 consecutive days, in which case an employee shall not, without payment of overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

(b) Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. No employees except those covered by section 35 of the *Factories and Shops Act 1928* shall be required to work for more than 6 hours without a break for a meal.

(c) Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

(d) Shift workers whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

(e) Subject to this sub-clause, shift workers for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 8 of this Determination. Where shifts commence between 11 p.m. and midnight on Sundays and/or holidays, the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate: Provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

(f) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work, be paid at the rate of double time; or
- (ii) if employed on other shift work, at the rate of time and a half for the first 4 hours and double time thereafter; except in each case when the time is worked—
 - (1) by arrangement between the employees themselves;
 - (2) for the purpose of effecting the customary rotation of shifts; or
 - (3) is due to the fact that the relief man does not come on duty at the proper time.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved, the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift, and at the rate of double time thereafter, except where the employee is required to continue to work on his rostered day off, when he shall be paid double time.

(g) Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop, or for at least six successive afternoons or nights in a six-day workshop, shall be paid at the rate of time and a half.

(h) A shift worker who, during a period of engagement on shift, works only on night shift and without some regular rotation with some other shift or with day work, shall be paid at the rate of time and a quarter for all time worked during ordinary working hours.

(i) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

HOLIDAYS AND SPECIAL RATES.

8. (a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) 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 a reasonable excuse for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid at the rate of double time provided that burners employed on Sunday shall be paid therefor at the rate of time and a half.

(f) Burners shall be paid for the full number of hours of the shift worked.

ANNUAL HOLIDAY.

9. 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.

TERMS OF EMPLOYMENT.

10. (a) That notice equivalent to 40 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 40 working hours' notice, except in the circumstances referred to above, the employer may pay 40 hours' wages: and vice versa the employee leaving his employment without notice shall forfeit 40 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

REST PERIOD FOR FEMALES.

11. Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

RESPIRATORS.

12. Respirators must be provided for the use of all employees.

SICK LEAVE.

13. (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 40 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.

(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 August, 1949, shall be disregarded.

MEAL PERIOD.

14. A meal period of not less than 30 minutes and not more than 60 minutes shall be allowed after a period of not more than five hours' continuous work. Such meal period shall not be calculated as time worked.

TEA MONEY.

15. Any employee who is required to work after 6 p.m. shall receive 2s. 6d. tea money.

BOILING WATER.

16. Employers shall provide boiling water for employees at meal times.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates for males set out in clause 2 (b) 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 18. Provided that the rates of adult females shall be 60 per cent. of the contemporaneous needs basic wage, and the rates of all juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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	6 2 0	6 0	6 8 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18 (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 November, 1949, the amounts of the basic wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a November a February, a May, or an August, 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, 22nd July, 1949.