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GOVERNMENT GAZETTE.

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MONDAY, OCTOBER 6.

[1952

Factories and Shops Acts.

DETERMINATION OF THE PASTRYCOOKS BOARD.

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

(b) Pastrycooking was proclaimed on 19th October, 1938, as an apprenticeship trade under the Apprenticeship Acts for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell Street, Melbourne. (Price 3d.)

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 process, trade, or business of a pastrycook," has made the following Determination, namely:—

1. That on the 1st September, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)

Wages Per Week of 40 Hours.

Experience.	Commencing Age.				Overtime— For overtime rates for Apprentices and Improvers, see clause 7.
	Under 17 Years.		17 Years and Over.		
	Percentage of Basic Wage.	Total Weekly Rate.	Percentage of Basic Wage.	Total Weekly Wage.	
		<i>s. d.</i>		<i>s. d.</i>	
First Year	25	56 0	35	78 6	
Second Year	35	78 6	47	105 6	
Third Year	47	105 6	66	148 0	
Fourth Year	66	148 0	90	201 6	
Fifth Year	90	201 6	..	..

NOTE:—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBERS.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to the first three workers receiving not less than 280s. per week of 40 hours, and thereafter one improver to every six additional such workers.

JUVENILE WORKERS.
Wages Per Week of 40 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

	Persons Engaged in General Work for the Whole of their Working Time.				Females Engaged Decorating Christmas and New Year Cakes.	
	Males.		Females.		Percentage of Female Basic Wage.	Weekly Wage.
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.		
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
14 years of age	26	58 0				
15 years of age	30	67 0	33	55 6	40	67 0
16 years of age	34	76 0	35	59 0	45	75 6
17 years of age	40	89 6	45	75 6	53	89 0
18 years of age	45	101 0	49	82 6	61	102 6
19 years of age	50	112 0	54	90 6	69	116 0
20 years of age	59	132 0	58	97 6	76	127 6

OTHER EMPLOYEES.
Wages Per Week of 40 Hours.

	Weekly Wage.
	<i>s. d.</i>
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein	293 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamentor, or ornamental worker under his or her charge	288 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers	280 0
All other males	238 0
Females engaged in general work	168 0

Jobbers, i.e., pastrycooks engaged for not more than half the number of hours fixed for a week's work shall be paid an hourly rate ascertained by increasing the weekly rate prescribed for a pastrycook by 12½ per cent., and dividing the result by 40.

WEEKLY HOURS.

3. The number of hours to constitute a week's work shall be forty (40).

TERMS OF EMPLOYMENT.

4. Employees, other than jobbers, who work less than 40 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

GENERAL WORK.

5. That wherever occurring in this Determination, the expression "General Work" shall only include —
- | | |
|------------------------------------------------|------------------------------------------------|
| Bringing fuel to oven. | Creaming and filling. |
| Bringing in raw material. | Emptying tins or trays. |
| Buttering tins. | Labelling tins or boxes. |
| Carrying goods to and from the oven. | Packing wedding cakes, other cakes, or pastry. |
| Cleaning bakehouse yard or premises. | Papering hoops. |
| Cleaning fruit and cutting peel. | Turning hand machines. |
| Cleaning pans, tins, tools, or other utensils. | Washing of machines. |
| Cracking eggs. | Wrapping cakes. |

TIME OF BEGINNING AND ENDING WORK.

6. On Monday to Saturday (inclusive) Time of Beginning. 6 a.m. Time of Ending. 7 p.m.

OVERTIME.

7. (a) All time worked in excess of 40 hours per week. Time and a half for the first 6 hours and double time thereafter. In computing such overtime all work shall be taken into account whether performed by day or by night or both combined.
- (b) All time worked between the hours of 7 p.m. and 12 midnight on Monday, Tuesday, and Wednesday, between the hours of 7 p.m. and 10 p.m. on Thursday, and between the hour of 7 p.m. and 8 p.m. on Friday } Double time.
- (c) *Night work*.—All time worked on:—
- | | |
|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (i) Sunday between 12 midnight and 6 a.m. | } Adult employees—Ordinary rate plus 25 per cent.
Apprentices, Improvers, Juvenile workers—Ordinary rate plus 25 per cent. or 1½d. per hour, whichever is the higher. |
| Monday; | |
| (ii) Monday, Tuesday, Wednesday between the hours of 12 midnight and 6 a.m. on the following day; | |
| (iii) Thursday, between the hours of 10 p.m. and 6 a.m. the following day; | |
| (iv) Friday, between the hours of 8 p.m. and 6 a.m. the following day | |

All employees who commence work at or before 1 a.m. shall receive night work rates for time worked after 6 a.m. until completion of shift.

(d) Employees (other than jobbers) whose services are not required on any holiday mentioned in clauses 12 and 13 shall not be required to make up time lost through such holiday which shall be deemed to be of 7 hours, and employees required to work:—

- | | |
|-------------------------------------------------------------------|-----------------------------------------------------------------|
| (a) In excess of 33 hours in any week in which one holiday occurs | } shall be paid for such excess at the rate of time and a half. |
| (b) In excess of 26 hours in any week in which two holidays occur | |

LIMITATION OF NIGHT WORK.

8. Subject to the provisions of clause 17 no employee shall be required to work at night for more than ten hours in a spread of eleven hours.

SHIFTS.

9. There shall be a ten (10) hour interval between shifts.

TERMINATION OF EMPLOYMENT.

10. Employees who have worked for 28 days or longer shall except in a case of misconduct by either employer or employee give or receive one week's notice of termination of employment, or one week's wages shall be forfeited or paid in lieu thereof.

SPECIAL RATE FOR PUBLIC HOLIDAYS.

11. That double time shall be the special rate for all work (except making fermented doughs) done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted.

PUBLIC HOLIDAYS.

12. All employees (except jobbers) shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day; or any other day substituted for the above days by Acts of Parliament or Proclamation:

Provided that where an employee is absent from his or her employment on the working day before or after a holiday without reasonable cause or without the employer's consent, the employee shall not be entitled to payment for such holiday.

UNION PICNIC DAY.

13. All employees (except jobbers) employed within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council made thereunder; the Cities of Geelong, Geelong West, Newtown and Chilwell, Ballarat, and Bendigo; and the Boroughs of Sebastopol and Eaglehawk shall be granted a holiday on Union Picnic Day (i.e. the second Monday in February in each year) without deduction of pay.

SUNDAY WORK.

14. No person shall be employed on Sunday before 12 midnight with the following exceptions:—

- (a) Making fermented doughs, for which double time shall be paid;
- (b) One man per factory may be employed in the preparation of pie meat between the hours of 1 p.m. and 5 p.m. at double rates of pay, with a minimum payment of 10s. for this work.

TIME BOOK.

15. The correct times of beginning and ending work shall be recorded daily in a proper book or time card, or by mechanical means, to be furnished by the employer, such record shall be initialed by the employee at least once a week, and shall be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Pastrycooks Union of Australia and the Inspector of Factories.

AUTHORIZED PERSON MAY ENTER FACTORY.

16. The permanent Secretary-Treasurer of the Pastrycooks Union of Australia, Victorian Branch, shall have power to enter and inspect during working hours any part of a pastrycook's factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Pastrycooks Union shall have the right to interview employees in regard to conditions of employment at the employer's convenience.

MEAL TIME.

17. A meal break of not less than 30 minutes and not more than one hour shall be allowed after a period of four hours' and not more than five hours' continuous work. Such meal break shall not be calculated as time worked.

REST PERIODS.

18. A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

FEMALE EMPLOYEES.

19. No female of any age shall be employed prior to 6 a.m.

LAUNDERING ALLOWANCE.

20. Any employee required to wear overalls shall receive a laundering allowance of three shillings per week.

ANNUAL HOLIDAYS.

21. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

SICK LEAVE.

22. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service;
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 24 hours' of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded, providing that any accumulated sick leave (not exceeding 80 hours of working time) standing to the credit of the employee on the 1st August, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

DETERMINATION TO BE EXHIBITED.

23. A copy of this Determination shall be posted or hung up in a place where it is easily accessible to the employees.

DEFINITION.

24. "Ovenman" shall mean an employee responsible for the baking of all kinds of cakes and pastry.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 25.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	<p style="text-align: center;">£ s. d.</p> <p style="text-align: center;">11 4 0</p>	Melbourne

ADJUSTMENT OF BASIC WAGE.

26. (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, 1952, the amount of the Basic Wage shall be as prescribed in clause 25.

(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 .103 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 wages rate for adult females is based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rate for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of "Apprentices or Improvers" and "Juvenile Workers" shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 27th August, 1952.



VICTORIA GOVERNMENT GAZETTE.

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No. 820]

MONDAY, OCTOBER 6.

[1952

Factories and Shops Acts.

DETERMINATION OF THE BRUSHMAKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a brushmaker" has made the following Determination, namely:—

1. That on the 11th September, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

(a) APPRENTICES OR IMPROVERS.				(b) OTHER EMPLOYEES.				Wages per week of 40 hours.
Experience.	Wages per week of 40 hours.			Males.				
	Males.		Females.		Persons employed at—			
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.				s. d.
1st year	24	54 0	38	64 0	Paint brush making .. .. .	..	..	270 3
2nd year	32	71 6	50	84 0	Hair pan work .. .. .	..	..	264 0
3rd year	47	105 6	70	117 6	Bass pan work .. .. .	..	..	264 0
4th year	} minimum wage or earnings on piecework and thereafter the minimum wage or full piecework prices.		88	148 0	Hair dressing and mixing .. .. .	..	..	264 0
5th year .. .. .			..	..	264 0			
6th year .. .. .			..	..	264 0			
..			..	..	264 0			
				and thereafter the minimum wage or full piecework prices.	Finishing .. .. .	..	..	264 0
					Boring (hand) .. .. .	..	..	264 0
					Lacquering or ducoing .. .. .	..	..	258 0
					Trimming machine (when employed solely at such machine) .. .. .	..	..	249 0
					Automatic boring and filling machinists .. .. .	..	..	249 0
					Filing machinists .. .. .	..	..	249 0
					Boring machinists .. .. .	..	..	249 0
					<i>Females.</i>			
					Automatic boring and filling machinists .. .. .	..	..	172 6
					Filing machinists .. .. .	..	..	172 6
					Trimming machinists .. .. .	..	..	172 6
					Boring machinists .. .. .	..	..	172 6
					Bench drawing .. .. .	..	..	174 6
					Treadle knot-sizing machinists .. .. .	..	..	172 6
					Persons employed at lacquering or ducoing .. .. .	..	..	172 6

PROPORTION.
(Within any factory or place.)

APPRENTICES.

One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.

IMPROVERS.

Males.

One male improver to one or two
Two to three
Three to five
Four to nine
Six to twelve
Seven to fifteen
Nine to eighteen

Male workers receiving not less than 25s. per week of 40 hours or earning full piecework prices.

Females.

One female improver to one or two
Two to three
Three to five
Four to nine
Six to twelve
Seven to fifteen
Nine to eighteen

Female workers receiving not less than 17s. 6d. per week of 40 hours or earning full piecework prices.

FEMALE TO BE PAID ADULT MALE RATE.

3. Females (adults or juniors) employed on any work for which a classification is provided for adult males, other than work listed in the adult female classifications, shall be paid the adult male rate for such work.

ORDINARY WEEK'S WORK.

4. Forty hours shall constitute a week's work, to be worked between 7.30 a.m. and 5.45 p.m. on Mondays to Fridays inclusive and between 7.30 a.m. and 12 noon on Saturdays if worked. Provided that the fixed starting and finishing times shall not be altered unless by seven days' notice to the employees.

OVERTIME.

5. For all work done in excess of 40 hours in any week, or outside the fixed starting and finishing times in any establishment payment shall be made as follows:—

Time workers Time and a half for the first four hours and double time thereafter.
 Pieceworkers:—

For all time worked:—

Piecework earnings plus one half of time workers' ordinary rate for the first four hours and thereafter piecework earnings plus timeworkers ordinary rate.

In computing overtime each day's work shall stand alone.

All time lost by an employee during ordinary working hours in any week because of holidays or of the employer's establishment being closed shall, for the purpose of calculating overtime, be deemed to have been time actually worked.

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

SPECIAL RATES.

6. (a) Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(b) All pieceworkers called upon to perform duty on the holidays mentioned in sub-clause (a) hereof, and on Sundays shall be paid, in addition to their piecework rates, the equivalent of the appropriate weekly rate calculated on a *pro rata* basis according to the number of hours worked.

HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays, with payment at ordinary rates therefor:—The days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

(b) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed in sub-clause (a) of this clause.

(c) Where an employee is dismissed within 7 days prior to any such holiday, the re-engagement of such employee within 14 days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where an employee is absent from his or her employment on the working day before or after a holiday without reasonable cause or without the employer's consent, the employee shall not be entitled to payment for such holiday.

ANNUAL HOLIDAYS.

8. The annual holidays for employees covered by this Determination shall be two weeks in accordance with the provisions as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946—No. 5111*.

SICK LEAVE.

9. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service;
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st May, 1950, shall be disregarded provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

TERMS OF ENGAGEMENT.

10. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

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

(e) Provided that an employer may deduct payment for any day upon which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

MID-DAY MEAL.

11. An interval of not less than 30 minutes shall be allowed for the mid-day meal between the hours of 12 noon and 2 p.m.

TEA MONEY.

12. Employees required to work overtime after 6 p.m. shall be paid 4s. for tea money.

RIGHT OF ENTRY OF UNION OFFICIAL.

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

- (a) That he produces his authority to the employer or his representative.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative in all be in any establishment at any one time.
- (d) That no one representative visit an establishment more than once a fortnight.
- (e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PIECEWORK PRICES.

14. That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:
 HAIR PAN WORK, which includes any or all of the following operations, namely:—Setting, boring (except in the case of setting wings in punched brooms) and/or finishing.

- Section A. 4s. 0½d. per 100 knots—
 Brooms and banisters made of kitool, union or double-drafted fibre.
- Section B. 4s. 5½d. per 100 knots—
 Ordinary, all hair and all bristle brooms up to 15 inches in length.
 Ordinary, all hair and all bristle banisters.
 Brooms and banisters made entirely or in part of single-drafted or rough fibre.
 All brooms and banisters made of fibre in the inside and of any other material on the outside.
 Flat-faced wall brooms (H.G. & Co. Pat.).
 Baker's brushes (Banister Pat.).
 Setting wings in punched brooms with holes bored ready for setting.
- Section C. 5s. 0½d. per 100 knots—
 Ordinary, all hair and all bristle brooms over 15 inches to 18 inches inclusive.
 Turk's-heads fibre or fibre centre.
 Whisk or millet brooms and banisters.
 Foundry brushes.
- Section D. 5s. 8½d. per 100 knots—
 Ordinary, all hair and all bristle brooms over 18 inches to 24 inches inclusive.
 All hearth brushes, picture dusters, toy banisters, venetian blind dusters, vallance brushes, bedroom sweepers, and telescope hearth.
 Sanitary brushes, carpet sweepers, carpet brooms, banisters, and double banisters all over.
 Turk's-head banisters, paperhangers, set painters, dusters, slipper hearth brushes, and jamb dusters.
 Baker's bench brushes (paperhanger pattern).
 Setting wings in punched brooms, boring included.
- Section E. 6s. 8½d. per 100 knots—
 Ordinary, all hair and all bristle brooms over 24 inches in length.
 Double-ended wall brooms, round stock (J.Z. & Co. Pat.).
 Winging hair brooms 1s. 6½d. per 100 extra on pan rates.
 Refrigerating brushes 16s. 9d. each.
 Pipe spiral brushes 1s. 7d. per foot per row.
 Stiplers 8s. 4½d. per 100 knots.
 Turk's-head banisters if marked ready for boring 2s. 4½d. per dozen less.
 Dutching stocks 9½d. per dozen stocks.
 Fegging set work 1s. 6½d. per 100 holes extra.
 Time rate for work unspecified, 6s. 3½d. per hour; odd jobs, 5½d. under 2s. 5½d. and 11d. under 6s. 1½d.

BASS PAN WORK, which includes any or all of the following operations, namely:—Setting, boring and/or finishing.

	<i>s. d.</i>
Brooms and banisters made of African bass, Giboon patent bass, bamboo, bassine, Bahia, and extra fine round stalks	4 0½ per 100 knots
Over 16 inches and up to and including 18 inches	4 9½ " "
Over 18 inches and up to and including 24 inches	5 4 " "
Over 24 inches	6 3½ " "
Brooms and banisters made of cane and bass mixture and extra stiff bass	4 6 " "
Brooms made of cane, kingia, and palmyra stalks, also caning bass brooms	5 2½ " "
Refilling scavenger brooms, bass (setting only)	3 4½ " "
Refilling scavenger brooms, magpie (setting only)	3 7½ " "
Refilling scavenger brooms, kingia cane or palmyra stalks (setting only)	4 0½ " "
Refilling street sweepers, bass (setting only)	3 9 " "
Refilling street sweepers, magpie (setting only)	4 0½ " "
Refilling street sweepers, kingia cane or palmyra stalks (setting only)	4 5½ " "
Sweep's heads	2 3 each
Dutching bass stocks	1 1½ per dozen extra
Time rate for work unspecified, 6s. 3½d. per hour; odd jobs, 5½d. under 2s. 5½d. and 1s. 1½d. under 6s. 1½d.	
Marking and boring street rollers	1 6½ per 100 holes
Preparing wigfall stocks	1 11½ per dozen
All materials over 8 inches	0 2½ per 100 holes extra

BENCH DRAWING AND CUTTING OFF.

Schedule A.—1s. 4d. per 100 holes.

Scrubbing brushes, laundry or stocking brushes, blanket scrubs, or Chinese battery scrubs, brewers' scrubs, dumb-bell scrubs, concave scrubs, deck scrubs, or ship paint scrubs, butchers' scrubs, can or dairy scrubs, verandah scrubs, sink scrubs, tufted scrubs, black-lead or stove brushes, oval stove brushes, porcupine stove brushes, shoe brushes, viz., bachelor shoe, compo or harness brushes, improved shoe brushes, tan boot brushes, stencil shoe brushes, clothes brushes, viz., long-handled cloth brushes, hat brushes, bent hat brushes, button brushes, plate brushes, long and short handled flesh brushes, crumb brushes, nail brushes, lye brushes, pick brushes, dandruff brushes, horse body brushes, spoke brushes, water brushes, tailors' brushes, curriers' brushes, scouring brushes, furniture brushes, boat scrubs, bristle scrubs, drawn pot scrubs, dog brushes, porcupine cream can long or short handle, grease or pudding brushes, billiard brushes, common oil, thistle oil, blacking dabbers, elbow pot scrubs, boot scraper brushes, drawn tar brushes, sand brushes, drawn hair or fibre banisters, sanitary and pan drawn, with other than stiff bass, drawn hair or fibre paperhangers

	<i>s. d.</i>
Rock brushes and all brushes drawn with stiff broom bass	2 0½ per 100 holes
Military hair brushes, revolving hair brushes, toilet brushes, and all drawn penetrating	1 10 " "
Root drawing bristle	2 3½ " "
Drawn bristle paperhangers and banisters, and iron venetian blinds	2 3½ " "
Stereotype brushes	4 0½ " "
Car-roof brushes	3 0 " "
Drawn bottle brush tips	3 8 per doz. tips
Drawn bottle brush shafts	7 0½ per doz. shafts
Combing and cleaning wool, shoe, or stove brushes	1 4 per doz. brushes extra
Billiard brushes (fixing up wings)	3 8 per doz. brushes
Seaming brushes	5 3½ " "
Round brushes, jam, hat, tomato, preparing brushes, and all other brushes of a similar design or pattern not otherwise provided for, and of any material	2 3½ per 100 holes
Dry rubbers	1 7½ " "

NOTES.—(a) The weekly earnings of each pieceworker shall be increased by the sum of 12s. in the case of males and 9s. in the case of females for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

BENCH DRAWING AND CUTTING OFF—continued.

	s.	d.
All wheel brushes (other than wire wheel)	1	7½ per 100 holes
Wire wheel brushes, with soft brass wire	3	8 " "
Wire wheel brushes, with stiff brass wire	5	3½ " "
Bristle ring	2	3½ " "
All bone	1	4 " "
Sprigging	1	4 per doz. brushes extra
Refill hair brushes	2	0½ per 100 holes net
Leather dog and horse body brushes	1	10 " "
Hair brooms	1	4½ " "

All mill work to be paid for at the time rate of 4s. 4d. per hour net.
Time rate for work unspecified 4s. 0½d. per hour net.

DRAWN BASS WORK.

	s.	d.
African and Bahia	3	1 per 100 holes
Basaine	2	9½ " "
Cut off to pattern	4	0 " "
Split cane	4	9½ " "

STEEL WIRE BRUSHES.

	s.	d.
Filling only with hard or soft wire laced	2	3½ per 100 knots
Filling only with hard wire	1	6½ " "
Making tube brushes on screwed shanks	8	4½ per doz. "
Tube brushes on screwed shanks, if trimmed	9	2½ " "
Drawing flat steel wire brushes	3	10½ per 100 knots
Drawing flat steel wire brushes, if trimmed	4	3½ " "
Drawing round steel-wire brushes	2	11 " "
Drawing round steel wire brushes, if trimmed	3	4 " "
Filling with wire 2 inches in length and under	3	3½ " "

HAIRS.

DRESSING.

	2½ Inch.	2¾ Inch.	3 Inch.	3¼ Inch.	3½ and 3¾ Inch.	4 and 4½ Inch.	4¾ and 4¾ Inch.	5 Inch and over.
Per doz. lb. ..	38s. 5½d.	34s. 2½d.	27s. 9½d.	25s. 8d.	21s. 3½d.	19s. 3½d.	17s. 0½d.	14s. 1½d.
Cleaning any one size* of own job	4	3	per doz. lb. extra
All dressing jobs where there is more than ½ inch in size to be taken off	1	0½	in size per doz. lb. extra on the dressing job
All bristles or mixings usually tied up in two handfuls or under	0	8½	per doz. lb. less on above rates, if not tied up
All bristles or mixings usually tied up over two handfuls	0	6½	per doz. lb. less on above rates, if not tied up
Three or more colours	2	1½	per doz. lb. extra
Black and white mixings	2	1½	" "

Mixing one or more sizes of a dressing job to be paid for at the rate of bottom prices.
* The size shall mean ½ of an inch.

MIXING AND SHAKE-UP JOBS.

Fibre, Horsehair, or Kitool Material.

	2½ Inch.	2¾ Inch.	3 Inch.	3¼ Inch.	3½ and 3¾ Inch.	4 and 4½ Inch.	4¾ and 4¾ Inch.	5 Inch and over.
Per doz. lb. ..	34s. 2½d.	29s. 1½d.	25s. 8d.	21s. 3½d.	19s. 3½d.	17s. 0½d.	14s. 1½d.	12s. 9½d.
Cutting own material	1½d.	per dozen lb. extra on above prices.						
Mixing Drafts and Fibre, if cut taper for painters' brushes,	2s. 1½d.	per dozen lb. extra.						
Mixing White Fibre—								
5-in. and over 5-in. material	..	..	..	..	..	13	10½	per doz. lb.
4½-in. and 4¼-in. material	..	..	..	..	..	14	11	" "
4-in. and 4-in. material	..	..	..	..	..	17	0½	" "
3½-in. and 3¼-in. material	..	..	..	..	..	19	3½	" "
3-in. material	..	..	..	..	..	21	3½	" "
3-in. material	..	..	..	..	..	25	8	" "
2½-in. material	..	..	..	..	..	29	11½	" "
2½-in. material	..	..	..	..	..	34	2½	" "

Mixing cocoa fibre material, dressed, up to 1½ lb. to dozen lb., 1s. 0½d. per dozen lb. extra on mixing rates.
Mixing cocoa fibre material, dressed, up to 3 lb. to dozen lb., 2s. 1½d. per dozen lb. extra on mixing rates.
Mixing cocoa fibre material, dressed, over 3 lb. and not over 6 lb. to dozen lb., 4s. 3d. per dozen lb. extra on mixing rates.
Mixing drafts and bristles, 1s. 0½d. per dozen lb. extra on sizes 3½ inch, 3¾ inch, and 4 inch.
If rough cocoa fibre be used, the rates to be double the above on mixing rates.

	s.	d.
Sorting ordinary material	6	4½ per doz. lb.
Sorting Lily material from Souchoy material	12	9½ " "
Dressing riftings	34	2½ " "
Cutting back of material	6	4½ " "
Turning hairs, 2s. 1½d. per dozen lb. extra.		

Bass and cane mixing—time rates.

CHINA MIXING.

	3 Inch.	3¼ Inch.	3½ Inch.	3¾ Inch.
Per dozen lb. ..	30s. 1½d.	26s. 9½d.	23s. 5d.	20s. 1d.

China draggings, 50 per cent. on dressing rates.
Time rate for work unspecified—6s. 3½d. per hour.

NOTES.—(a) The weekly earnings of each pieceworker shall be increased by the sum of 12s. in the case of males and 9s. in the case of females for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for adult males 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 by the same amount and at the same time as such basic wage as prescribed by clause 16.

Provided that the piecework prices shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 4 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, 1952, the amount 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 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 103 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 wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of juvenile workers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 28th August, 1952.





VICTORIA GOVERNMENT GAZETTE.

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No. 821]

MONDAY, OCTOBER 6.

[1952

Factories and Shops Acts.

DETERMINATION OF THE VEGETABLE GROWERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "Determine the lowest prices or rates which may be paid to persons engaged in the trade of vegetable growing (that is to say, the growing of vegetables, including tomatoes, for sale)," has made the following Determination, namely:—

1. That on the 17th September, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Improvers.				Other Employees.				
	Per centage of Basic Wage.	Adjustable Rate.	Plus Loading to Com- pensate for a 44 Hour Week.	Total Wage.		Adjustable Rate.	Plus Loading to Com- pensate for a 44 Hour Week.	Total Wage.
		£ s. d.	s. d.	£ s. d.		£ s. d.	£ s. d.	£ s. d.
15 years of age or under ..	28	3 2 6	6 3	3 8 9	Foreman gardener, i.e., a gardener in charge of two or more employees All others ..			
16 years of age ..	37	4 3 0	8 3	4 11 3				
17 years if age ..	48	5 7 6	10 9	5 18 3		12 10 0	1 5 0	13 15 0
18 years of age ..	64	7 3 6	14 3	7 17 9		11 15 0	1 3 6	12 18 6
19 years of age ..	84	9 8 0	18 9	10 6 9				
20 years of age or over, the appropriate rate prescribed under heading "Other Employees".								
PROPORTION.								
One improver to every three or fraction of three workers receiving not less than the minimum wage.								

PROHIBITION OF EMPLOYMENT.

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

TIMES OF BEGINNING AND ENDING WORK.

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

ORDINARY WORKING WEEK.

5. Forty-four (44) hours shall constitute an ordinary week's work, to be worked on any or all of the days except Sunday.

OVERTIME.

6. All time worked in excess of 44 hours per week shall be paid for at the following rates:—

For the first two hours ..	..	..	..	..	..	..	Time and a quarter.
For the next two hours ..	..	..	..	..	..	..	Time and a half.
Thereafter ..	..	..	..	..	..	..	Double time.

SPECIAL RATES FOR WATERING.

7. Employees required to do watering between the hours of 8 p.m. and the usual starting time on the following day shall be paid at the rate of time and a quarter, provided that double time shall be paid for all watering done between the hours of midnight on Saturday and midnight on Sunday.

TERMS OF ENGAGEMENT.

8. (a) Except as provided in sub-clause (b) hereof all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available, ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service at any period shall be from hour to hour at the weekly rate fixed.

TERMINATION OF EMPLOYMENT.

9. Subject to sub-clause (b) of clause 8 employment shall be terminated only by a week's notice on either side or a week's wages paid or forfeited as the case may be, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct.

HOLIDAY AND SUNDAY WORK.

10. (a) Weekly employees, if not required to work, shall be entitled to the following holidays without deduction of pay:— New Year's Day, Australia Day, Good Friday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, and Picnic Day or any day by Act of Parliament or Proclamation substituted for any of the before-mentioned holidays.

If any employee is required to work on any of the holidays specified in this sub-clause he shall be paid double time for all work done and ordinary rate for the remainder of the day.

(b) All work done on Sundays shall be paid for at double time.

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.

SICK LEAVE.

12. (a) If the employee is absent from duty through his own illness and he produces evidence satisfactory to the employer, no deduction shall be made from his wages in respect of such absence in so far as it does not exceed in the aggregate forty-four hours of working time in any one year of employment or a proportionate less time during any shorter period of employment: Provided that, in every case, an employee shall have at least three months' service to entitle him to such leave.

(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 eighty-eight hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 15th November, 1945, shall be disregarded.

REST PERIOD.

13. A rest period of ten minutes without deduction of pay shall be allowed each morning at a time mutually agreed upon.

CLOTHING ALLOWANCE.

14. An employee shall receive an allowance of 1s. per week towards the cost of providing waterproof clothing.

PAYMENT OF WAGES.

15. Wages shall be paid not later than Thursday in each week and within 10 minutes of ceasing work for the day.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. Any official of the Australian Workers' Union (authorized in writing by the Secretary of the Victorian Branch of the said Union) may enter during the lunch hour upon any land or premises on which operations are carried on and inspect the working conditions and interview employees on legitimate union business.

PROVISION OF AND DEDUCTION FOR KEEP.

17. (a) Where the employer provides an employee with board and lodging the standard thereof shall be reasonably adequate and the standard of accommodation provided shall be in accordance with the following, that is to say, there shall be a sufficiency of necessary furniture, bedding, blankets and bed-room and washing utensils and sufficient provision made for lighting, heating, bathing, ventilation and sanitation. The sleeping quarters provided shall contain not less than 480 cubic feet of air space for each person accommodated therein and not more than two persons shall be accommodated in any one sleeping apartment. The food provided shall be sufficient and well prepared and cooked.

(b) Subject to compliance with the provisions of sub-clause (a) hereof the employer shall be entitled to deduct from the wages payable to an employee provided by him with board and lodging an amount to compensate himself for the cost thereof at the following rates:—

	£ s. d.
Adult males at the rate of	2 10 0 per week
Junior males at the rate of	2 0 0 per week

SANITARY PROVISION.

18. Suitable sanitary provision shall be provided where required.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates of "other employees" set out in clause 2 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 20.

Basic Wage.

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 4 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

20. (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, 1952, the amount of the basic wage shall be as prescribed in clause 19.

(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 .103 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 wages of improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

P. A. RANDES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 2nd September, 1952.



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No. 822]

MONDAY, OCTOBER 6

[1952

*At Government House, Melbourne, the
sixth day of October, 1952.*

PRESENT:

His Excellency the Governor of Victoria.
Mr. McDonald | Mr. Mitchell.

ORDER CONSTITUTING AND APPOINTING A ROYAL
COMMISSION.

WHEREAS a motion of no-confidence, notice of which was given in the Legislative Assembly of the Parliament of Victoria on Tuesday, the sixteenth day of September, 1952, by the Honorable Thomas Tuke Hollway, M.L.A., was debated on Wednesday, the seventeenth, and Thursday, the eighteenth day of September, 1952, upon which latter day a vote was taken on the said motion:

And whereas sworn declarations containing serious allegations of improper conduct in connexion with the said motion of no-confidence have been made by certain members of Parliament:

And whereas it is deemed expedient that a Commission should forthwith issue to inquire into and report upon the truth or falsity of such allegations:

Now therefore His Excellency the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, doth by this Order direct that a Royal Commission shall forthwith issue constituting and appointing—

the Honorable Sir EDMUND FRANCIS HERRING, K.C.M.G., K.B.E., D.S.O., M.C., E.D., Chief Justice of the Supreme Court of the State of Victoria,

the Honorable Sir CHARLES GAVAN DUFFY, a Judge of the Supreme Court of the State of Victoria, and

the Honorable FRED RUSSELL BEAUCHAMP MARTIN, M.C., a Judge of the Supreme Court of the State of Victoria,

to be a Commission to inquire into and report upon the following matters, namely:—

- (1) Was any and what sum or sums of money or other pecuniary benefit offered by any and what person or persons to any and what member or members

of the Parliament of Victoria to influence such member or members in any and what manner in connexion with the said motion of no-confidence?

If yea, was any such person or persons authorized by any other and what person or persons to offer any such sum or sums of money or other pecuniary benefit to any and which of the said member or members of Parliament;

- (2) Did any and what person or persons by any and what threat or inducement attempt to influence the action of any such member or members of Parliament in connexion with the said motion of non-confidence?

If yea, was such person or persons authorized by any other and what person or persons to offer any and which of such inducements or make any and which of such threats to any and which member or members of Parliament;

- (3) Did any and what person or persons enter into any and what agreement or arrangement to influence by any and what means the action of any and what member or members of Parliament in connexion with the said motion of no-confidence?

If yea, were any and what steps taken pursuant to any such agreement or arrangement by any and what person or persons for the purpose of influencing or attempting to influence the action of any and what member or members of Parliament in connexion with the said motion of no-confidence.

And His Excellency doth by this Order further direct that the aforesaid Sir Edmund Francis Herring shall be Chairman of the said Commission.

And the Honorable Keith Dodgshun, Her Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

