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Labour and Industry Act, 1953.

DETERMINATION OF THE CHAFF-CUTTERS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act, 1953*, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

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

has made the following Determination, namely:—

1. That on the 24th March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.			Other Employees.		
Apprentices.	Percentage of Basic Wage.	s. d.	CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.		
1st year	59	138 6	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, four or more employees)	275	0
2nd year	64	150 6	Drivers of Motor trucks—		
3rd year	76	178 6	(a) having a carrying capacity of 25 cwt. or less ..	271	0
4th year	84	197 6	(b) having a carrying capacity over 25 cwt. but not over 3 tons	280	6
5th year	96	225 6	(c) over 3 tons but under 6 tons	290	0
			Further tonnage—for each complete ton over 5, an extra 2s. 6d. per week		
			Carter driving one horse	258	6
			" " two horses	271	0
			" " three horses	278	0
			And 2s. extra per week for every additional horse.		
			Chaff-cutter feeders—		
			(a) in stationary mills	268	9
			(b) on travelling plants	280	9
			Stablenen	255	0
			All others—		
			(a) in stationary mills	262	6
			(b) on travelling plants	269	0
			CORN-CLEANING OR CORN-GRADING.		
			Foreman (i.e., the man who gives instructions to and is responsible for the work done by, four or more employees)	275	0
			All others	262	6

ALLOWANCES.

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

- (a) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (b) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit An extra 1s.
- (c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (d) An Allowance equivalent to double time or double rates, as the case may be, shall be paid to any employee whilst he is handling West Australian hay infected with mites (*Pediculoides ventricosus*).

4. TIME OF BEGINNING AND ENDING WORK.

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

STANDING OFF TIME.

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

OVERTIME.

6. The following rates shall be paid for overtime—

Outside the time of beginning and ending work—

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

SPECIAL RATES.

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

(b) Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day (only within the Metropolitan District as defined in the Labour and Industry Act and Orders in Council thereunder, and the Shires of Keilor, Kyneton, Melton, Corio and Werribee), Ballarat Cup Day (within the Shires of Ballarat, Creswick, Bungaree and Lexton), Werribee Cup Day (within the Shires of Corio and Werribee), and Easter Tuesday (within the Borough of Maryborough). If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

8. All employees shall be entitled to the following holidays without any deduction in pay :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, Boxing Day, Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Labour and Industry Act and Orders in Council thereunder, and the Shires of Bulls, Keilor, Kyneton and Melton), Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic Day and the Shire of Corio and Werribee), Ballarat Cup Day (within the Shires of Ballarat, Creswick, Bungaree and Lexton), Werribee Cup Day (within the Shires of Corio and Werribee), and Easter Tuesday (within the Borough of Maryborough) which shall be observed as a holiday in lieu of Melbourne Cup Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

TERMS OF EMPLOYMENT.

9. An employee willing, ready and available for work shall be paid the full weekly wage fixed in this Determination. To terminate employment one week's notice shall be given by either side at any time during the week or one week's wages shall be paid or forfeited as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct and in such cases the wages shall be paid up to the time of dismissal only, or to deduct payment for any day or part of a day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

SICK LEAVE.

10. (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 48 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 December, 1949, 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 December, 1951, shall not be reduced by virtue 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.

ANNUAL HOLIDAY.

11. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

MEAL ALLOWANCE.

12. Any employee required to work for more than one hour after the usual finishing time shall be paid 5s. meal money.

FIRST AID OUTFIT.

13. Each employer shall provide a properly equipped first aid chest. Such chest shall comply, as to its contents, with the requirements of the *Labour and Industry Act 1953*.

DINING ACCOMMODATION.

14. Suitable dining accommodation, which shall be kept clean be provided at stationary mills for employees to have their meals.

BOILING WATER.

15. The employer shall provide boiling water for the use of employees.

WASHING FACILITIES.

16. Suitable washing facilities shall be provided for the use of employees.

PAYMENT OF WAGES.

17. Wages shall be paid not later than Thursday in each week.

PIECEWORK.

18. The lowest piecework prices payable to any person employed on a travelling plant shall be—

(a)	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (includ- ing feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	Per Ton. s. d.	Per Ton. s. d.	Per Ton. s. d.	Per Ton. s. d.	Per Ton. s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	6 3	5 7½	5 0½	4 10½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	7 4½	6 5½	5 11½	5 5½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under..	6 7½	5 11½	5 11½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under..	7 4½	6 5½	5 11½

(b) Baling sheaf hay, meadow hay and lucerne hay by automatic pick-up baler—

Where three men are employed—

Employee in charge	4 2½ per ton.
Others	3 8½ per ton.

Where two men are employed—

Employee in charge	4 5½ per ton.
Other	3 11½ per ton.

Where one man is employed

4 8½ per ton.

Sixpence per ton extra shall be paid when employed on straw.

An employee once having started work shall be paid not less than £2 10s. for that day.

(c) Baling sheaf hay, meadow and lucerne hay by any stationary power-driven press 5 2 per ton.

Baling straw by any stationary power-driven press—

(i) Where up to and including four persons are employed	5 7½ per ton.
(ii) Where more than four persons are employed	5 2 per ton.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 20. Provided that the piecework prices shall be increased or decreased by an amount of ¼d. per ton for every increase or decrease respectively of 1s. in the basic wage.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 15 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 May, 1955, 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 May, an August, a November, or a February, 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 Apprentices or 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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 9th March, 1955.