



VICTORIA GOVERNMENT GAZETTE.

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[1955

Labour and Industry Act 1953.

DETERMINATION OF THE SUGAR REFINERS BOARD.

NOTE.—This Determination applies to the whole of the 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 employed—

- (a) in connexion with the trade of sugar refining;
(b) in the manufacture or treatment of the by-products of sugar;

has made the following Determination, namely:—

1. That on the 9th June, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

Wages per Week of 40 Hours.

Males.				Percentage of Basic Wage.	Weekly Wage.	Females.				Percentage of Female Basic Wage.	Weekly Wage.
					<i>s. d.</i>						<i>s. d.</i>
Under 16 years	..	..	..	34	80 6	Under 16 years	..	..	..	50	88 6
16 years	..	..	..	40	95 0	16 years	..	..	..	60	106 6
17 years	..	..	..	51	121 0	17 years	..	..	..	70	124 0
18 years	..	..	..	68	161 0	18 years	..	..	..	80	142 0
19 years	..	..	..	79	187 0	19 years	..	..	..	90	150 6
20 years	..	..	..	90	213 6	20 years	..	..	..	95	168 6

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others".

Provided that any female 19 years of age or over, with six months' experience at the trade, shall be deemed to be an adult.

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females".

OTHER EMPLOYEES.

		Wages Per Week of 40 Hours.
		s. d.
<i>Adult Males.</i>		
Raw Sugar Store—		
Unstoring raw sugar		279 0
Men cutting in		279 0
Whip hand unstoring raw sugar		274 0
Whip hand at elevator		274 0
Elevator attendant		279 0
Grating attendant at elevator		279 0
Thrower operator raw sugar		279 0
Leading hand raw store		292 0
Leading hand bulk sugar operator		297 0
Raw sugar sampler		271 0
Wash tank hands		267 0
Wash tank hands—assistants		264 0
Graders—sack room		274 0
Senior rigger		287 0
Other rigger		282 0
Melting House—		
Washing fugalmen		276 0
Melter attendant		272 0
Mixer		267 0
Carbonation House—		
Men on liquor filter presses		271 0
Men on mud		271 0
Leading hand, filters		285 0
Men on gas tank		289 0
Sweethand filter attendant		274 0
Men on crushing and stacking lime		267 0
Men on washing and checking filterpress sheets		278 0
Building and/or maintaining filter cloths		278 0
Char End—		
Kiln repairers		267 0
Kiln firemen		281 0
Wet charmen		281 0
Char runners		281 0
Pan Floor—		
First sugar boilers		316 0
Second sugar boilers		305 0
Employee attending triple effect and assistant sugar boiler		273 0
Pan attendant		267 0
Refined sugar fugalmen		276 0
Refined sugar fugalmen—Leading hands		299 0
Jelly House—		
Leading hand		285 0
Jelly fugalmen		267 0
Refined Sugar Store—		
Receiving at truck yard (Yarraville)		293 0
Receiving at truck yard (C. siding)		288 0
Driers (leading hand)		281 0
Driers (others)		272 0
Automatic scale attendant		282 0
Automatic scale hands		272 0
Employee engaged loading trucks		267 0
Bag room checkers		267 0
Truckers and stackers		267 0
Leading hand packing floor		296 0
Leading hand 27 store		288 0
Leading hand refined store		285 0
Hand packing sugar		272 0
Golden Syrup and Treacle—		
Men packing and weighing (bulk)		271 0
Golden syrup and treacle mixer		273 0
Liquor runners		300 0
Liquor runners—assistants		267 0
Distillery—		
Stillman		308 0
Mashman		277 0
C.O2. Bottle attendant		282 0
Spirit and Methyiating Rooms—		
Leading hand		300 0
Assistants		276 0
Cane-ite Store—		
Man storing and unstoring cane-ite and hardboard		271 0
Miscellaneous—		
Trackman		281 0
Estateman		274 0
Leading hand cleaning gang		285 0
Process floor cleaners		262 0
Material handling		262 0
Kerrick operator		279 0
Unstoring and/or loading bales for shipment		280 0
All others		253 0
Adult females (a) with less than six months' experience at the trade		180 6
(b) with six months' or more experience at the trade		182 6

ADULT RATE TO BE PAID.

4. Male juniors employed as automatic scale hands reaching the age of 20 years, having at least 2 years' experience, shall receive adult rates applicable to that class of work.

SHIFT WORKERS (OTHER THAN CONTINUOUS SHIFT WORKERS).

5. (a) The ordinary working hours of shift workers shall be as follows:—

Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, and Thursday.

Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

(b) Except at his own request any employee required to change from any of the above shifts to a shift other than his normal shift shall be paid at overtime rates for the first shift, unless he receives 48 hours' notice of such change.

DAY WORKERS.

6. Day worker is an employee who ordinarily works between 7.30 a.m. and 4.30 p.m., except at the distillery where the employee ordinarily works between 8 a.m. and 5 p.m. with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal. The provisions of this clause shall not apply to shift workers as defined in clauses 5 and 7.

CONTINUOUS SHIFT WORKERS.

7. For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption.

(a) The ordinary working hours of employees on continuous work shifts shall not exceed an average of 40 per week spread over a period of 1, 2, 3 or 4 weeks to be worked in shifts of eight hours; including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall:—

- (i) provide for rotation unless all the employees concerned desire otherwise;
- (ii) provide for not more than eight shifts to be worked in any nine consecutive days; and
- (iii) not be changed until after four weeks' notice.

(c) For all time of duty outside the limits of the ordinary hours prescribed in clause (a) hereof, an employee on continuous work shifts shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

(d) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

(The provisions of clause 7 shall apply only to persons employed at the distillery of the Colonial Sugar Refining Co. Ltd. at Yarraville.)

TERMS OF ENGAGEMENT.

8. (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) A weekly employee to be entitled to the weekly wage shall be available and willing to perform such work as may be lawfully and reasonably required by the employer during the days and hours usually worked by such class of employee, provided that an employer may deduct payment for any day during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery or any other cause for which the employer cannot reasonably be held responsible.

(d) "Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of four (4) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis. The provisions of this sub-clause shall not apply to a casual worker storing raw sugar.

EXTRA RATES AND ALLOWANCES.

9. In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

- (i) Any employee who works on shift shall be paid an additional allowance of 4s. for a day shift and 7s. 6d. for an afternoon or a night shift.
- (ii) Day workers, as defined in clause 6 hereof, required to work a night shift or night shifts shall be paid ordinary rates plus 9s. per shift whilst so required.
- (iii) Employees classified as "All others," who are directed to enter and clean tanks, viz.:—Carbonatation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers, crystallizers, char dust towers and gibb driers shall receive an additional 1s. 3d. for each hour or part of an hour spent in such work.
- (iv) Employees classified as "All others" who are directed to handle dry lime, sulphuric acid, muriatic acid, super cel or bones shall receive an additional 1s. for each day or part of a day on such work.
- (v) Employees in the raw sugar store whilst engaged unstoring, cutting in, facing and/or turning bags shall be paid as special allowances the rate per week set out hereunder:—

Men unstoring, cutting in or facing bags	6s. per week
Men turning bags	5s. per week.

The allowances prescribed in this sub-clause are granted in consideration of and cover all disabilities associated with the handling of damaged, sweated and/or hard sugar from time to time.

DEFINITION OF JUVENILE WORKERS.

10. Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, packing sugar and sewing mouths of bags; trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

OVERTIME (other than continuous Shift Workers).

11. All work done in excess of eight hours in any one day or in excess of 40 hours in any one week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

In computing overtime under this clause, each day's work shall stand alone.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

LATE ATTENDANCE.

12. Any employee arriving late to work shall have a deduction made of a quarter of an hours' pay for each quarter of an hour or portion thereof that he is late.

ANNUAL HOLIDAY.

13. 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.

SICK LEAVE.

14. (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 January, 1950, shall be disregarded, providing that any accumulated sick leave (not exceeding 120 hours of working time) standing to the credit of the employee on the 1st January, 1954, 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 paid sick leave with the object of avoiding his obligations under this sub-clause.

MEAL ALLOWANCE.

15. Employees required to work a minimum of one and a half hours' after the usual finishing time shall be entitled to 5s. tea money unless notified the previous day or shift that they will be required to work overtime. If after having been notified accordingly and their services for overtime are not required the allowance of 5s. for tea money shall be payable. Provided that the meal allowance shall be payable in respect to the mid-day meal to employees working in the raw store whilst raw sugar is being received on a Sunday whether or not they are notified the day before.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS (OTHER THAN CONTINUOUS SHIFT WORKERS).

16. (a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day shall be paid for at the rate of double time; 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.

(b) Employees (other than casual employees and continuous shift workers) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

MINIMUM OF WORK.

17. Any employee called to work after leaving the employer's premises on any ordinary working day or required to work on a Saturday or a Sunday shall be paid for a minimum of 3 hours' work at the appropriate rates.

PAYMENT OF WAGES.

18. Wages shall be payable weekly and not later than Thursday of each week. On pay day the finishing whistle shall be sounded five minutes earlier than the usual finishing time.

PIECEWORK.

19. The Board determines, that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates for adult males set out in clause 3 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 21.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

21. (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 August, 1955, the amount of the basic wage shall be as prescribed in clause 20.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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 1.03 taken to one place of the 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 apprentices, improvers or 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, 16th June, 1955.

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