VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

NOTE.—(1) This Determination on the 26th May, 1930, applied to the whole of the State.

(2) On the 21st December, 1927, the powers of the Hospital and Benevolent Asylum Attendants Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons (not including professional employees or nurses) employed in or about a sanatorium for the treatment of persons suffering from any form of tuberculosis.

IN accordance with the provisions of the *Factories and Shops Act* 1928 (No. 3677), the Wages Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (not including professional employees or nurses) employed in or about a hospital or benevolent asylum doing any kind of work connected with the carrying on of a hospital or benevolent asylum has made the following Determination, namely:—

(1) That on the 26th day of May, 1930, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

WAGES PER WEEK OF 48 HOURS WITHOUT BOARD AND LODGING.*

	Male Apprentices or Improvers.	Female Apprentices or Improvers.
	s. d.	s. d.
Under 16 years of age	20 0	39 0
16 years of age	25 0	
17 "	32 6	
18 "	40 0	
19 "	50 0	
20 "	65 0	

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 92s. 6d. per week of 48 hours.

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 47s. per week of 48 hours.

Improvers.

MALES.

One male improver to every ten or fraction of ten male workers receiving not less than 92s. 6d. per week of 48 hours.

FEMALES.

One female improver to every eight or fraction of eight female workers receiving not less than 47s. per week of 48 hours.

Other Employees.

WAGES WITHOUT BOARD AND LODGING.*

	Per week of 48 hours.
Males.	s. d.
Clerks	95 6
Cooks—First	98 0
Other cooks	93 0
Dressers doing venereal diseases work	115 6
Other dressers—	
1st year's experience as such	95 6
2nd year's experience as such	100 6
Thereafter	105 6
Foreman in charge of—	
One to nine employees	98 0
Ten or more employees	105 6
Assistant foreman	95 6
Gardeners in charge of one or more gardeners or where there is only one employed	93 0
Other gardeners	92 6
Incinerator attendants	92 6
Kitchenmen or scullerymen	92 6
Laboratory assistants	102 0
Laundrymen	92 6
Mortuary-men employed solely on post-mortem work	110 6
Other mortuary-men	95 6
And 10s. extra for each post-mortem	
Motor or motor ambulance drivers or assistants	93 0
Operating theatre attendants	95 6
Porters—	
Casualty—engaged on preparations and theatre work	95 6
Dispensary	95 6
Night	93 0
Relieving	94 0
X-ray	92 6
Poultry department manager	108 0
Poultry department assistants	92 6

Other Employees.

WAGES WITHOUT BOARD AND LODGING.*

	Per week of 48 hours. s.	d.
Males—continued.		
Recording attendants	95	6
Splint makers	105	6
Splint makers' assistants	93	0
Storemen in charge of one or more storemen or where there is only one employed	98	0
Other storemen	92	6
Telephone attendants	95	6
Ward cleaners	92	6
X-ray attendants	100	6
X-ray technicians—		
1st year's experience as such	93	0
2nd year's experience as such	108	0
Thereafter	118	0
All others	92	6
Females.		
Clerks	56	6
Cooks in charge of—		
One to three kitchen employees	61	6
Four to seven kitchen employees	69	0
Eight or more kitchen employees	79	0
Second cooks	59	0
Other cooks	56	6
Head housemaids	51	6
Housekeepers	66	6
Head laundresses in charge of—		
One to three persons	59	0
Four or more persons	64	0
Second laundresses	54	0
Laundresses where only one employed	54	0
Sorters	54	0
Washing machine hands	62	0
Storekeeper in charge of one or more store hands or where there is only one employed	56	6
Storekeeper's assistants—		
1st year's experience as such	47	0
2nd year's experience as such	48	0
Thereafter	49	0
Stenographers and typists	61	6
Telephone attendants	64	0
Waitresses—		
1st year's experience as such	47	0
2nd year's experience as such	48	0
Thereafter	49	0
Wardsmaids—		
1st year's experience as such	47	0
2nd year's experience as such	48	0
Thereafter	49	0
	Per week of 44 hours.	
Seamstresses who cut out and fit garments	59	0
Other seamstresses—		
1st year's experience as such	47	0
2nd year's experience as such	48	0
Thereafter	49	0
	Per week of 48 hours.	
All others—		
1st year's experience as such	47	0
2nd year's experience as such	48	0
Thereafter	49	0

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 16s. per week less, and in the case of an adult female employee or an apprentice or improver 15s. per week less than the rate fixed without board and lodging.

(3) ALLOWANCES.—Persons (other than dressers) employed within a radius of 20 miles from the General Post Office, Melbourne, who handle or dress patients suffering from venereal diseases or patients qualified for admission to infectious diseases hospitals, or handle clothes (not previously disinfected) that are used on or worn by such patients, or handle microscopic slides in connexion with cases of an infectious nature, shall be paid 7s. 6d. per week in addition to the rates provided in Clause 2.

(4) OVERTIME.—For work done in excess of the maximum number of hours fixed as a week's work—Time and a half, calculated on the rates fixed without board and lodging.

(5) HOLIDAY RATES.—Time and a half calculated on the rates fixed without board and lodging shall be the rate for all work done on the following holidays, but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays the special rate shall only be payable for work done on the day so substituted :—New Year's Day, Foundation Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day, King's Birthday, Anzac Day, Cup Day (within 20 miles of Melbourne), Christmas Day, and Boxing Day.

(6) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted at least a week's holiday in each year on full pay

(7) SICK LEAVE.—Any employee who furnishes to the Board of Management of the institution or the proprietor of the hospital where he or she is employed satisfactory evidence that he or she is unable to perform his or her duties on account of illness contracted in the discharge of such duties shall, while incapacitated, be entitled to sick leave on full pay for a period not exceeding four weeks.

(8) A FULL WEEK'S WAGES TO BE PAID.—Any employee (other than a casual worker) willing to work who is employed by a public institution and who works for less than the full working week, viz., 44 hours in the case of seamstresses and 48 hours in all other cases, shall be entitled to the payment of a full week's wage.

(9) DRESSING ROOMS, ETC.—Dressing rooms, and lunch rooms, shall be provided for non-resident employees and suitable healthy accommodation for resident employees.

(10) UNIFORMS, ETC.—Uniforms, overalls, caps, and aprons, shall be provided and laundered free of cost for employees required to wear same.

(11) RUBBER GLOVES, ETC.—Rubber gloves and all necessary safety appliances shall be provided free of cost for the use of employees, and an adequate supply of same shall be maintained.

(12) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, and any employee failing to give such notice shall be liable to forfeit one week's pay in lieu thereof.

(13) UNION INTERVIEWS.—During working hours employees of any Public institution subject to this Determination may, with the consent of the Secretary or Superintendent of such institution (which consent shall not be unreasonably withheld) be interviewed by the Secretary of the Hospital, Dispensary, and Asylum Employees Union of Australia (Victorian Branch), or have their union contributions collected by the steward of the said organization.

D. BERRIMAN, P.M.,
Chairman.

F. A. MARZORINI,
Secretary

Melbourne, 12th May, 1930

By Authority: H. J. GREEN, Government Printer, Melbourne.