



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 354]

FRIDAY, DECEMBER 3.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

NOTE.—This Determination on the 3rd December, 1937, applied to the following parts of Victoria, namely :—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the City of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 persons employed in the business of a seller of hardware—wholesale or retail"—but not including :—

- (a) persons employed in assembling ordered goods kept in a bulk store or iron yard;
- (b) persons employed as storemen, packers, or sorters—

has made the following Determination, namely :—

(1) That on the 3rd December, 1937, the last previous Determination of the Court of Industrial Appeals, dated the 28th July, 1936, shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers. (The Masculine to include the Feminine.)				Other Employees. (The Masculine to include the Feminine.)				Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.				WAGES.				Per week of 48 hours.	Per week of 48 hours.
								£ s. d.	£ s. d.
16 years of age	..	..	..	15	6	Departmental managers, or branch managers, having under their control— 5 or more salesmen, 23 years of age or over			
17 "	..	..	..	20	3				
18 "	..	..	..	25	3				
19 "	..	..	..	30	6				
20 "	..	..	..	43	9	4	salesmen	..	..
Provided that if any apprentice or improver 19 years of age or over is employed as an outside salesman, he shall be paid an addition of ten per centum.				3	salesmen	..	..	5 13 3	5 9 9
				2	salesmen	..	..	5 6 6	5 3 0
				1	salesmen	..	..	5 1 0	4 17 6
				1	salesman	..	..	4 18 3	4 14 9
				Outside salesmen—				..	..
				21 years of age	..	..	..	3 4 6	3 2 6
				22 "	..	..	..	3 16 9	3 14 3
				23 "	..	..	..	4 18 0	4 14 6
				Salesmen or Buyers :—				..	..
				21 years of age	..	..	..	3 4 6	3 2 6
PROPORTION (in any shop or place).  One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage of 62s. 6d. per week of 48 hours. One improver to one worker .. Two improvers to two workers .. Three improvers to three, four, or five workers .. Four improvers to six or seven workers .. Five improvers to eight workers .. Six improvers to nine or ten workers .. Seven improvers to eleven workers .. Eight improvers to twelve workers and thereafter two improvers to each additional three workers ..  Receiving not less than the rates fixed for assemblers of ordered goods 23 years of age and over.				22 "	..	..	..	3 16 0	3 13 3
				23 "	..	..	..	4 13 0	4 10 0
				Assemblers of Ordered Goods :—				..	..
				21 years of age	..	..	..	3 2 6	3 2 6
				22 "	..	..	..	3 12 6	3 12 6
				23 "	..	..	..	4 6 0	4 6 0
				NOTE.—See Clause 13 re Definitions.				..	..

(3) OVERTIME.—Any employee who in any week works for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(5) TIME RATE.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 24 hours be paid—

(a) In any week in which two or more Public Holidays occur .. At the ordinary wages rate with an addition of fifty per centum.

(b) In any other week .. .. . At the ordinary wages rate with an addition of thirty-three and one-third per centum.

and for each hour worked beyond the 24 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(6) 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, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(7) PAY DAY.—All wages, overtime, &c., shall be paid not later than Thursday of each week.

(8) NOTICE TO WORK OVERTIME.—At least 24 hours' notice shall be given when overtime is required to be worked.

(9) NOTICE OF INTENTION TO RATION.—Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

(10) ANNUAL HOLIDAYS.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in clause 4) in respect of each year on full pay.

(11) SICK PAY.—Any employee not attending for duty who has had not less than twelve months' service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 1st December.

(12) MEAL INTERVALS.—Not less than one hour shall be given for each meal, between the hours of 12 noon and 3 p.m. for lunch, and between the hours of 5 p.m. and 7 p.m. for the evening meal.

Provided that not more than five hours shall be worked without such meal intervals.

#### DEFINITIONS.

(13) "Departmental manager" shall mean a person having the control of one or more salesmen, 23 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean a person for the time being entrusted with the control or superintendence of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said branch shop.

"Outside salesman" shall mean an employee who regularly solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

"Assembler" shall mean an employee 21 years of age or over who is engaged in assembling goods for order and despatch from salesmen's and/or travellers' lists or invoices.

C. McLEAN, P.M. Chairman.

Geo. E. PARR, Secretary.

Melbourne, 15th November, 1937.

[ 4293 ]



# VICTORIA GOVERNMENT GAZETTE.

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No. 355]

FRIDAY, DECEMBER 3.

[1937

## MINING NOTICE.

SOUTH RED WHITE & BLUE GOLD MINING COMPANY  
NO LIABILITY.

NOTICE is hereby given that a Call (the 28th) of Three pence per share has been made on the capital of the company, due and payable at the registered office of the company, Charing Cross, Bendigo, on Wednesday, the 8th day of December, 1937.

3085

J. J. STANISTREET, Manager.

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# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 356]

SATURDAY, DECEMBER 4.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE BUTTER BOARD.

NOTES.—(a) This Determination on the 5th December, 1937, applied to the whole of the State of Victoria.

(b) On 21st June, 1913, the powers of the Butter Board were extended by the Governor in Council to enable it to deal with storemen, packers, or sorters employed in a factory in connexion with the trade or business of manufacturing or preparing for trade or sale, milk, cream, butter, or cheese.

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 whosoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale milk, cream, butter, or cheese," has made the following Determination, namely:—

(1) That on the 5th December, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) **Employees in Condensed Milk, Dried Milk, and Milk Sugar Factories**

Apprentices or Improvers.			• Juvenile Workers.			Other Employees.		
WAGES.			WAGES.			WAGES.		
Per week of 48 hours.			Per week of 48 hours.		Per week of 44 hours.	Per week of 48 hours.		
Shift Workers.			Males.		Females.	Shift Workers.	All Others.	
s. d.	s. d.		s. d.	s. d.		s. d.	s. d.	
Under 16 years ..	..	34 0	Under 16 years ..	28 9	24 9	Milk or cream grader, tester or neutralizer ..	95 0	92 0
16-17 years ..	..	39 9	16-17 years ..	32 0	27 9	Foreman of shift or department ..	95 0	92 0
17-18 " ..	..	44 9	17-18 " ..	39 9	31 0	Operator of any of the following machines—		
18-19 " ..	57 6	51 3	18-19 " ..	43 6	36 0	Milk drier (roller system) ..	83 0	85 0
19-20 " ..	63 6	57 0	19-20 " ..	51 6	39 9	Milk drier (sprayer system) ..	89 0	86 0
20-21 " ..	68 0	61 9	20-21 " ..	58 6	43 9	Vacuum pan—condensery ..	90 0	87 0
						Vacuum pan-dried milk ..	89 0	86 0
						Vacuum pan-milk sugar ..	..	89 0
						Evaporator ..	88 0	85 0
						Homogenizer or visiolizer ..	86 6	83 6
						Cream retort ..	85 0	80 0
						Powder sifter ..	85 0	78 0
						Tubular heater or ejector ..	86 0	80 0
						Separator ..	85 0	78 0
						Pasteurizer ..	85 0	78 0
						Weighing machine ..	88 0	85 0
						Storemen or stackers or packers ..	85 0	79 0
						Washers of vacuum pan, vacuum holding vats, or evaporator ..	85 0	80 0
						Male adult washing or sterilizing cans or bottles ..	86 6	79 0
						All other male adults not covered by a Determination of any other Wages Board ..	85 0	77 0
						Headwoman, i.e., a person who has charge of employees under, and takes her instruction from, the foreman ..	..	55 0
						Females operating dried milk automatic filler ..	..	53 0
						All other females ..	..	49 9
								Per week of 44 hours.

PROPORTION (IN ANY PLACE).

### Males.

One apprentice to every three or fraction of three workers receiving not less than 77s. per week of 48 hours.

One improver to every eight or fraction of eight workers receiving not less than 77s. per week of 48 hours.

### Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 49s. 9d. per week of 44 hours.

Persons employed cleaning drying boxes, where the artificial temperature is over 112° Fahr., shall be paid 9d. per hour in addition to their ordinary wage.

Persons operating more than 2 vacuum pans shall be paid 4s. per pan extra.

Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary week wage for employee concerned.

Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.

## (3) DEFINITION OF JUVENILE WORKERS.

Persons under 21 years of age (other than apprentices or improvers) employed at—

- Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;
- Stamping or branding tins, cartons, cases, bottles, or labels;
- Stamping, branding, lining, or nailing up boxes or shooks;
- Handling empty tins, cans, cases, crates, jars, moulds, or boxes;
- Feeding or assisting on machines; or
- Feeding or taking away from automatic machines.

(4) DEFINITIONS.—“Ordinary Worker” is a person who ordinarily works 8½ hours between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and 4½ hours between 7 a.m. and 12.45 p.m. on Saturday.

“Shift Worker” is a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over) or females of any age shall not be employed on shift work.

## (5) OVERTIME.—(a) Ordinary Workers—

On Saturday—

For all time worked in excess of 4½ hours or outside the hours fixed in Clause 4 .. .. Double time.

On the other working days of the week—

For all time in excess of 8 hours 45 minutes or outside the hours fixed in Clause 4 .. .. Time and a half.

(b) Shift Workers.—All time worked in excess of 8 hours on any day shall be paid for at the rate of time and a half.

(6) MEAL INTERVAL.—An interval of 45 minutes shall be granted for meals between the hours of 12 noon and 1.30 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed 45 minutes for meal; such meal time to be not less than three hours, or more than five hours from the time of beginning work.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

(7) CRIB TIME.—An ordinary worker who commences work at 6 a.m. or earlier shall be allowed a rest interval of 15 minutes at not more than three hours from the time of commencing work.

(8) CONTINUITY OF WORK.—The work of each day or shift shall be continuous with the customary break for a meal.

(9) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight on Sunday and midnight on Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(10) NOTICE OF INTENTION TO WORK OVERTIME.—In the event of employees being required to work in excess of 60 minutes overtime in any one day, they shall be notified of such intention on the previous day. Failing such notice they shall be paid in addition to the overtime a sum of 1s. 6d. for meal.

When an employee has provided himself with customary meal because of receipt of notice of intention to work overtime in excess of 60 minutes in any one day, he shall be entitled to the sum of 1s. 6d. per meal so provided in the event of the overtime not being worked or ceasing before respective meal time.

(11) WAITING TIME.—When an employee is called to work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time on duty.

(12) ALLOWANCE.—When an employee is required by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.

(13) PAYMENT OF WAGES.—All wages shall be paid weekly.

(14) TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(15) WASHING AND DRINKING FACILITIES.—Adequate washing and drinking facilities shall be provided in each factory or department. All employees handling briquettes or coal shall be allowed seven minutes' washing time at the conclusion of the day's work.

(16) TIME BOOK OR OTHER RECORD.—That every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

(17) INSPECTION OF TIME BOOK.—That the Secretary or Assistant Secretary of the Cold Storage Union be allowed to inspect the Time Record referred to in Clause 6 (covering a period of one month prior to the inspection), during the office hours of the factory.

18) VARIATION OF DETERMINATION.—Where the exigencies of the industry are such that the best interests of the employers, employees, and the community as a whole may be served by varying any part of this Determination by mutual consent, such variation may be mutually arranged by agreement with an officer of the Department of Labour, an officer of the Cold Storage Union, and the employer or his representative. Full particulars of such variation are to be reported to and approved by the Chief Inspector of Factories or his deputy.

(19) IMPROVER TO RECEIVE ADULT WAGE.—An improver employed at any class of work for which a certificate from the Department of Agriculture is required, shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

(20) LIFTING OF WEIGHTS.—No person under the age of eighteen years shall lift weights exceeding 30 lb. and no person between the age of 18 and 21 years shall lift weights exceeding 45 lb.

(21) ANNUAL LEAVE.—Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted two weeks' holiday on full pay in each year, and such holiday shall be given within three months of completion of each twelve months' service.

If the employee leaves or is dismissed before the expiration of twelve months, then such employee shall be given or paid for one day's holiday for each calendar month or part of a calendar month's service.

(22) SPECIAL RATES.—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January, (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), Anzac Day, Christmas Day, Boxing Day, and a holiday to be fixed by each factory in lieu of King's Birthday in accordance with Clause 18; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

Any employee who works part of a holiday shall be paid ordinary rate for remainder of the day.

## (1) Employees in Butter, Cheese, Casein or any other Factories subject to this Determination.

Apprentices or Improvers.			Juvenile Workers.				Other Employees.			
WAGES.			WAGES.				WAGES.			
Per week of 48 hours.			Per week of 48 hours.				Per week of 48 hours.			
Shift Workers.		All Others.	Males.		Females.		Shift Workers.		All Others.	
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 16 years	..	34 0	Under 16 years	28 9	24 9	Milk or cream grader or tester	..	98 0	92 0	
16-17 years	..	39 9	16-17 years	32 0	27 9	Creamery manager	..	96 0	90 0	
17-18	..	44 9	17-18	32 0	27 9	Milk or cream neutralizer	..	94 6	88 6	
18-19	..	57 6	18-19	39 9	31 0	Foreman of shift or department or casein plant	..	95 6	90 0	
19-20	..	63 6	19-20	43 6	36 0	Butter-maker	..	98 0	92 0	
20-21	..	68 0	20-21	51 6	39 9	Operators of any of the following machines, viz. :—				
				53 6	43 9	Separator	..	84 0	78 0	
						Pasteurizer, evacuator, or deodorizer	..	84 0	78 0	
						Weighing machine	..	84 0	78 0	
						Filling machine for tinning of butter	..	85 0	79 0	
						Storeman or packer	..	84 0	78 0	
						Casein-maker	..	97 0	91 0	
						Assistant to casein-maker	..	85 6	79 6	
						Cheese-maker	..	98 0	92 0	
						Assistant to cheese-maker	..	85 6	79 6	
						Male adult washing or sterilizing cans or bottles	..	84 0	78 0	
						All other adult males	..	83 0	77 0	
						All adult females	..	..	51 9	

## PROPORTION (IN ANY PLACE).

## Males.

One apprentice to every three or fraction of three workers receiving not less than 77s. per week of 48 hours.

One improver to every eight or fraction of eight workers receiving not less than 77s. per week of 48 hours.

## Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 51s. 9d. per week of 44 hours.

## (2) DEFINITION OF JUVENILE WORKERS.

Persons under 21 years of age (other than apprentices or improvers) employed at—

- Patting, wrapping, or branding butter or cheese;
- Blending or re-packing cheese;
- Filling or cleaning cheese jars or moulds;
- Filling or emptying casein trays;
- Filling or drying casein in tunnels;
- Filling casein into bags;
- Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;
- Stamping or branding tins, cartons, cases, bottles, or labels;
- Stamping, branding, lining, or nailing up boxes or shooks, but not lifting full boxes; or
- Handling empty tins, cans, cases, crates, jars, moulds, or boxes.

(3) DEFINITIONS.—“Ordinary Worker” is a person who ordinarily works 8 hours 36 minutes between 7 a.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday and Friday, and 5 hours between 7 a.m. and 1 p.m. on Saturday.

“Shift Worker” is a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over) or females of any age shall not be employed on shift work.

## (4) OVERTIME.—(a) Ordinary Workers—

## On Saturday—

For all time worked in excess of 5 hours or outside the hours fixed in Clause 3 .. .. Double time.

## On the other working days of the week—

For all time in excess of 8 hours 36 minutes or outside the hours fixed in Clause 3 .. .. Time and a half.

## (b) Shift Workers.—All time worked in excess of 8 hours on any day shall be paid for at the rate of time and a half.

(5) MEAL INTERVAL.—An interval of not less than 30 minutes nor more than 60 minutes shall be granted for meals between the hours of 12 noon and 2 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed an interval of not less than 30 minutes nor more than 60 minutes for meal; such meal time to be not less than three hours, or more than five hours from the time of beginning work.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

(6) TIME BOOK OR OTHER RECORD.—That every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

(7) INSPECTION OF TIME BOOK.—That the Secretary or Assistant Secretary of the Cold Storage Union be allowed to inspect the Time Record referred to in Clause 6 (covering a period of one month prior to the inspection), during the office hours of the factory.

(8) ALLOWANCE.—When an employee is required by law or by his employer to wear a washable outer garment such garment (not exceeding two each year) shall be provided by the employer.

## (9) CONTINUITY OF WORK.—The work of each day or shift shall be continuous, with the customary break for a meal.

(10) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight Sunday and midnight Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(11) TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(12) WASHING AND DRINKING FACILITIES.—Adequate washing and drinking facilities shall be provided in each factory or department.

(13) DEFINITIONS.—“Assistant to cheesemaker” means any person employed in the working of the curd in the vats and processes up to and including unhooping the cheese from the presses.

“Assistant to caseinmaker” means any person employed in the working of the curd in the vats up to and including unhooping of the casein curd from the presses.

“Butter maker” is a person in charge of not more than three churns.

(14) **IMPROVER TO RECEIVE ADULT WAGE.**—An improver employed at any class of work for which a certificate from the Department of Agriculture is required shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

(15) **ANNUAL LEAVE.**—Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted two weeks' holiday on full pay in each year, and such holiday shall be given within three months of completion of each twelve months' service.

If the employee leaves or is dismissed before the expiration of twelve months, then such employee shall be given or paid for one day's holiday for each calendar month or part of a calendar month's service.

(16) **SPECIAL RATES.**—Time and a half shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), Anzac Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted. Any employee who works part of a holiday shall be paid ordinary rate for the remainder of the day.

(1) **Employees engaged in Handling or Bottling Cream or Milk in Retail Dairies or in places not already covered by this Determination.**

Improvers.										Other Employees.									
WAGES.										WAGES.									



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 357]

SATURDAY, DECEMBER 4.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE PLATE GLASS BOARD.

NOTE.—This Determination on the 10th December, 1937, applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 5th November, 1924, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

- (a) designing, bevelling, cutting, embossing, glazing, painting, silvering, or otherwise working all kinds of plate, sheet, or stained glass, or glass lenses or prisms;
- (b) fixing in position all kinds of plate, sheet, or stained glass or glass lenses or prisms;
- (c) packing all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

including any labouring work in connexion with any of such operations," has made the following Determination, namely:—

(1) That on the 10th December 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES AND IMPROVERS.

Apprentices.						Improvers.					
WAGES PER WEEK OF 44 HOURS.						WAGES PER WEEK OF 44 HOURS.					
1st year ..	..	..	..	..	..	12	3	1st year ..	..	..	..
2nd ..	..	..	..	..	..	18	6	2nd ..	..	..	..
3rd ..	..	..	..	..	..	25	0	3rd ..	..	..	..
4th ..	..	..	..	..	..	31	6	4th ..	..	..	..
5th ..	..	..	..	..	..	41	6	5th ..	..	..	..
and thereafter the minimum wage.						and thereafter the minimum wage.					

#### PROPORTION (BY ANY EMPLOYER).

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

#### PROPORTION (BY ANY EMPLOYER).

One improver to every six or fraction of six workers receiving not less than the minimum wage, provided that at least three such workers must be employed before an improver can be employed.

(3)

### OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Murrumbidgee and Gippsland Districts.	Elsewhere in Victoria.
	s. d.	s. d.
Painter and designer on glass ..	107 0	104 0
Brilliant cutter ..	98 0	95 0
Other cutters ..		
Glazier ..	100 0	97 0
Plate glass beveller ..		
Silverer ..	85 0	82 0
Pencil hand embosser ..		
Persons assisting in glazing ..	82 0	79 0
Persons packing or unpacking glass ..		
Persons assisting plate glass cutter ..	81 0	78 0
Rubber-out embosser ..		
Cementor ..	76 0	73 0
Persons turning out lead from mill for lead-light glazier ..		
All others ..		

(4) **RIGHT OF ENTRY OF UNION OFFICIALS.**—For the purpose of interviewing employees on legitimate Union business, a duly accredited Official of such Federated Furnishing Trade Society of Australasia, authorized in writing by the President and Secretary of the Victorian Branch of such Organization, shall have the right to enter during the meal hour, not more than once a fortnight, the portion of any employer's establishment in which any person covered by this Determination is employed; provided that he shall not enter any part of the business premises whereto the employer or his representative may reasonably refuse permission.

If such official is unduly interfering with the employees, or is creating disaffection amongst them, or is offensive in his conduct, an employer or his representative may refuse the right of entry.

(5) **TERMS OF ENGAGEMENT.**—Except as herein in this Determination provided, all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available and 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 employee affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wage shall not apply to any employee of such establishment or department during such periods.

Employment for the first two weeks of service at any time shall be from hour to hour at the weekly rate fixed.

(6) **TEMPORARY WORK.**—(a) Temporary employees shall be paid at the hourly rate prescribed for the particular class of work, with the addition of 10 per cent.

(b) The hourly rate for any work for which a weekly rate is prescribed by this Determination is to be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

(7) **OVERTIME.**—All time worked before or after the usual times of beginning and ending work, or in excess of eight hours on week days and four hours on Saturdays, shall be paid for at the rate of time and one-half for the first four hours and double time thereafter provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in Clause 14 shall be paid for at the rate of double ordinary time.

No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

(8) **TERMINATING EMPLOYMENT.**—Employment to be terminated only by a week's notice on either side, 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, or to deduct payment for any time 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.

An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed by this Determination.

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

Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

Should an employee be dismissed during the course of a week any wages due to him shall be paid to him forthwith, or shall be posted to him within 24 hours.

(9) **PAY DAY.**—All employees shall be paid weekly on any other day than Saturday.

No employer shall hold more than two days' pay in hand.

Any employee kept waiting for his pay on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime rates after that quarter of an hour and as for a quarter of an hour at least.

(10) **MIDDAY MEAL.**—An interval of not less than 30 minutes shall be allowed for the midday meal between the hours of 12 noon and 2 p.m.

(11) **TEA MONEY.**—All employees required to work beyond the usual time of ending work shall be allowed 2s. tea money in addition to overtime rates as prescribed for in this Determination when the usual time of ending work is exceeded by two hours.

(12) **PIECE-WORK.**—The Board determines under the provisions of the Factories and Shops Act that any employer may fix and pay piece-work prices to any person employed at any work for which the Board has a fixed minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than 10 per centum in addition to the wages rates that are fixed by the Board for such work.

(13) **ALLOWANCES FOR TRAVELLING TIME AND BOARD.**—All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in the metropolitan district for employment in a country district, shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays when time and a half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the factory, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the factory.

All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost (if any) incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night—shall be paid to the employee.

The fares allowed shall be first class where the employee has to travel all night in connexion with his employer's business, and in other cases the fares shall be second class.

The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time employees are working.

When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the factory, provided that any extra expense incurred by him in travelling shall be borne by the employer.

(14) **HOLIDAYS.**—All weekly wage employees 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.

All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

If any of the above holidays occur on a Sunday or Saturday and are 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 but not otherwise.

All other weekly employees shall be paid for the above holidays an amount for each holiday based on the actual weekly wages paid to them by the employer.

Any employee absenting himself or herself from work on any portion of the working day preceding 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.

(15) **SICKNESS, ACCIDENTS.**—Any employee not attending duty shall lose his or her pay for the actual time of non-attendance unless he or she produces or forwards within 24 hours of the beginning of his or her absence evidence satisfactory to the management that his or her non-attendance was due to personal accident arising out of or in the course of his or her employment or to personal ill-health sufficient to incapacitate him or her for his or her usual work.

An employee shall not be entitled to payment for non-attendance on the ground of accident or ill-health for more than six days in each year.

For the purpose of this clause a year shall mean a period of twelve months commencing on the 17th day of August in each year.

(16) **SPECIAL RATES.**—Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Labour Day (21st April), Easter Monday, Anzac Day, King's Birthday, Boxing Day, or Christmas Day; but 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.

(17) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause (3) are based upon the following basic wage rate for adult males, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount and at the same time as such basic wage rate.

The basic wage rate shown hereunder shall be adjusted as prescribed in clause (18).

Place.	Basic Wage.	Index Number Set Assigned.	Original Index Number Division.
Within 20 miles of G.P.O., Melbourne—Males	£ s. d. 3 10 0	Melbourne	850-870
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne.			
Warrnambool—same as the contemporaneous basic wage for Melbourne.			
Mildura and Gippsland districts—same as the contemporaneous basic wage for Melbourne.			
Yallourn—until further order the same amount in excess of Melbourne as at present viz., 6s. 6d. per week.			
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.			

(18) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in June, 1938, the amounts of the basic wage shall be as prescribed in clause (17).

(b) During each future period of six months beginning with the first pay period to commence in a June, or a December, the amounts of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" Retail Price Index Numbers.

For the purpose of this Determination the expression "Commonwealth Statistician's 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.

1. The Index Number set to be applied to a place is that assigned thereto in clause (17).
2. The Index Number for the calendar half year next preceding the period of six months for which the adjustment is made is to be ascertained.
3. The amount assigned in the following table (or any extension thereof) to the Index Number Division comprising that Number is to be ascertained.
4. The basic wage shall be of that assigned amount during such period of six months.

Table.

Index Number Divisions.	Basic Wage.
	£ s. d.
735-746 .. .. .	3 0 0
747-759 .. .. .	3 1 0
760-771 .. .. .	3 2 0
772-783 .. .. .	3 3 0
784-796 .. .. .	3 4 0
797-808 .. .. .	3 5 0
809-820 .. .. .	3 6 0
821-833 .. .. .	3 7 0
834-845 .. .. .	3 8 0
846-858 .. .. .	3 9 0
859-870 .. .. .	3 10 0
871-882 .. .. .	3 11 0
883-895 .. .. .	3 12 0
896-907 .. .. .	3 13 0
908-919 .. .. .	3 14 0
920-932 .. .. .	3 15 0
933-944 .. .. .	3 16 0

The Index Number Divisions in this table are based upon the equating of the Index Number 1,000 with a basic wage of 81s. per week, and any extension of the table must be similarly constituted.

(c) The amounts of the weekly rates for Apprentices and Improvers shall be adjusted proportionately to the rate of £3 10s. 0d. calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(d) Piecework prices shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

D. F. GERITY, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 25th November, 1937.





# VICTORIA GOVERNMENT GAZETTE.

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[1937

Factories and Shops Acts.

## DETERMINATION OF THE TANNERS BOARD.

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

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 trade of a tanner, currier, leather dresser, or dyer of all kinds of skins other than a tanner of sheep skins," has made the following Determination, namely:—

NOTE.—On 21st April, 1925, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed in the trade of a tanner of all kinds of furred skins, or a dresser or a dyer of such skins, and such power was conferred on the Tanners (Furred Skins) Board.

(1) That from the beginning of the first pay period to commence in December, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.				Juvenile Workers, i.e., Persons other than Apprentices or Improvers Employed as Strainers.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
			s. d.				s. d.
14 to 15 years of age	..	..	14 9	14 to 15 years of age	..	..	14 9
15 to 16 "	..	..	21 3	15 to 16 "	..	..	21 3
16 to 17 "	..	..	28 9	16 to 17 "	..	..	28 9
17 to 18 "	..	..	36 0	17 to 18 "	..	..	36 0
18 to 19 "	..	..	43 0	18 years of age or over	..	..	77 6
19 to 20 "	..	..	50 9				
20 to 21 "	..	..	57 3				
PROPORTION.							
(In any place.)							
One apprentice or one improver to every three or fraction of three workers receiving not less than 76s. per week of 44 hours.							

Other Employees.				Per Week of 44 Hours.	
				£	s. d.
Currier	..	..	..	4	16 0
Person classing or sorting green hides or sides, or skins, after being unhaired	..	..	..	4	14 0
Hand flesher	..	..	..	4	11 0
Hand fleshing after machining	..	..	..	4	9 0
Machine flesher	..	..	..	4	9 0
Unhairers, scudders, stoners and punchers, and persons trimming green hides on tables after being fleshed, and persons working unhairing and scudding machines	..	..	..	4	3 6
Lime jobbers	..	..	..	4	1 0
Drum hands, paddle and/or vat hands, tanpitmen, and hydraulic pressers	..	..	..	4	0 0
Bark baggers	..	..	..	4	0 0
Extract workers in tanneries, bark grinders in tanneries, and persons boiling down fleshing or rendering down tallow or handling hides, bark, or tannin extract	..	..	..	3	18 0
Splitting machinist	..	..	..	4	14 0
Man behind splitting machine	..	..	..	3	18 0
Machine shaver	..	..	..	4	10 0
Jiggers and grainers of bookbinding or furniture leathers, or japanned or enamelled or morocco leathers, or persons engaged at japanning or enamelling leather, or at ovens used for japanning or enamelling leather, and operators of spraying machines	..	..	..	4	6 6
Rollers, strikers, and setters out of sole leather	..	..	..	4	5 6
Whitening or buffing machinists	..	..	..	4	10 6
Fluffing machinist	..	..	..	4	1 6
Leather dresser (table hand)	..	..	..	4	3 0
Persons (not otherwise provided for) finishing fancy leathers, including ironing by hand	..	..	..	4	3 0
Machinists (not otherwise provided for) working at any machine used for preparing fancy leather or other leathers	..	..	..	4	0 0
Table hands setting out harness leathers	..	..	..	4	3 6
Table hands and knee stakers	..	..	..	4	3 0
Shedmen and men unloading hides, bark, and other materials used in tanneries	..	..	..	3	18 0
Strainers over the age of eighteen years	..	..	..	3	17 6
All others	..	..	..	3	16 0

## (3) Times of beginning and ending work—

Time of Beginning.	Time of Ending.
7 a.m. .. .. .	12 noon on Saturday.
7.30 a.m. .. .. .	5.15 p.m. on the other working days of the week.

## (4) OVERTIME.—The rate to be paid for all work done outside the hours of beginning and ending work shall be—

## (a) Night workers (not working during ordinary hours)—

Between 5.15 p.m. and 5.30 p.m. .. .. .	Ordinary rates.
Between 5.30 p.m. and midnight .. .. .	Time and a quarter for the first six hours and double time thereafter.
Between midnight and 7 a.m. on Saturday .. .. .	
Between midnight and 7.30 a.m. on the other working days of the week .. .. .	

## (b) Other workers .. .. . Time and a half.

(c) Piece-workers .. .. . For the first hour piece-work prices shall be increased 25 per cent.  
For the next six hours, 50 per cent.  
Thereafter, 100 per cent.

(5) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, Boxing Day, and Tanners' Picnic Day, if held on a Saturday not preceding a Monday prescribed as a holiday; but if any other day be by Act of Parliament or proclamation substituted for the above holidays the special rate shall be payable only on the day so substituted.

Employees called to work on a Sunday shall be entitled to a minimum of two hours' pay, and on a public holiday to a minimum of four hours' pay, unless work is prevented by rain, in which event they shall receive a payment of 4s.

(6) MEAL INTERVAL.—All employees shall be allowed an interval of 45 minutes for a meal between 12 noon and 1 p.m. on each day from Monday to Friday.

(7) CONTRACT OF EMPLOYMENT.—(a) Except as to piece-workers, and subject to the undermentioned provisos, employment shall be by the week. Each employee shall be entitled to a week's notice of dismissal given on any day, or a week's pay in lieu of notice, unless such dismissal is for wilful failure to attend for duty, malingering, misconduct, or neglect of duty.

(b) Absence through sickness shall not be regarded as failure to attend, but an employee shall not be entitled to pay for more than four days in each year on which he is absent by reason of sickness.

(c) An employer may require satisfactory proof of sickness before paying for such days of absence.

(d) An employee leaving his employment without giving a week's notice (unless his employer dispenses with such notice) shall sacrifice a week's pay.

(e) If the operations of any factory are suspended owing to a stoppage over which the employer has no control, of the power plant, or of the supply of power or of fuel used in generating power, such employer shall be entitled to terminate temporarily employment of all or any of his employees without liability to any payment of wages beyond the time of such termination.

(f) Employees shall be entitled to payment for Anzac Day and the days set out in Clause 5 as if worked.

(g) If the engagement of any employee is terminated by his employer within fourteen days preceding any of the prescribed holidays the holiday or holidays occurring during such period shall be paid for unless the employee has started work with another employer with the right of payment for such holiday or holidays.

(h) If more than 50 per cent. of the total adult employees of an employer do not desire to work between Boxing Day and New Year's Day, or on the day between Good Friday and Easter Monday, the employer shall be entitled to close his tannery on such days, and his employees shall not be entitled to payment for such days, and if more than 50 per cent. of the adult employees in any department of a tannery employing twenty hands in all in such tannery do not desire to work on such days, the employer shall be entitled to close such department on such days, and his employees in such department shall not be entitled to payment for such days. The desire of the employees concerned shall be ascertained by a secret ballot to be conducted by one representative of the management and one representative of the employees. If the ballot results in favour of remaining open on such days the employees not desiring to work on such days shall give their names to the management within 24 hours after the holding of such ballot.

(8) LIMITATIONS.—(a) In any department as defined in Clause 18, the proportion of apprentices and improvers shall not exceed two to five or fraction of five adults receiving the minimum wage.

(b) Apprentices or improvers shall not be employed rolling, striking, or setting out crop leather until they attain the age of nineteen years.

(9) TIME RATES.—Any person employed on time wages for less than the number of hours fixed for a week's work shall for each hour worked up to one-half the number of hours per week fixed in this Determination be paid the ordinary wage, with an addition of 33½ per cent., and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(10) TEA MONEY.—Employees called on to work overtime in excess of one hour on Monday to Friday inclusive, without notification the previous day, shall be paid 2s. tea money in addition to their overtime rates.

(11) Where an employee is engaged on any day on mixed functions or on work carrying a higher rate of pay than his ordinary classification he shall be paid at the higher rate for the time so worked on such higher classification. If the aggregate hours worked by an employee on such higher classification exceed sixteen hours in the week he shall be paid at the higher rate for the week.

Provided further that an employee at both buffing and buffing not entitled to the higher wage rate for any week shall for each day on which he is called on to do both operations be paid the higher rate of pay.

(12) PAYMENT OF WAGES.—Wages shall be paid not later than Thursday of each week. Dismissed employees shall be paid all wages due on dismissal.

Wages shall be paid in the employer's time or within five minutes of knock-off time. Time waiting for payment after such five minutes shall be paid for at overtime rates.

(13) TOOLS OF TRADE.—The employer shall provide all tools, leggings, gloves, aprons, respirators, and other tools and implements of trade necessarily required by an employee in the performance of his duties. Such leggings, gloves, and aprons shall be put on in the employer's time.

The employers shall provide waterproof capes for employees working in wet weather on pits in the open.

(14) ACCIDENT PAY.—When an employee meets with an accident while at work he shall be paid at the rate of half the pay prescribed by this Award for the class of work on which he is engaged for the period not exceeding one week for which he does not receive any payment under the provisions of the appropriate State laws.

(15) BOILING WATER.—Boiling water shall be supplied by the employers for tea for the employees at lunch time.

(16) PAYMENT BY RESULTS.—Subject to the following provisions piece-work or any other system of payment by results may be adopted by an employer so long as such rates permit employees of average capacity to earn at least 10 per cent. in addition to the total wages to which they are entitled:—

(a) The piece-work or bonus rates now operating shall not be varied except in the manner hereinafter provided.

(b) Piece-work prices may be fixed or varied by Factory Boards, consisting of two representatives of any employer and two representatives nominated by his employees. If any such Board is unable to agree on any rate or rates proposed by the employer the matter shall be referred to this Wages Board, whose decision shall be final.

(c) If the employees of any factory fail to appoint representation to any such Board, or fail to attend a meeting of such Board called by the employer on a date not less than seven days after the service of notice on a representative of the employees, the employer may adopt such piece-work rates which he deems reasonable without the authority of any Board.

(17) NOTICE BOARD.—An employer shall permit a notice board to be erected in a prominent position for the purpose of posting any notices thereon in connexion with meetings of employees.

(18) DEFINITIONS.—(a) "Currier" shall mean a person who uses in his work a whitening knife, skiver slicker, whitening slicker, or shaving knife, or buffing knife, or buffing slicker.

"Hand flesher" shall mean a person who uses in his work a knife for the purpose of fleshing green hides or cutting down hides or skins or pieces before or after being fleshed by a machine.

"Table hand" shall mean a person engaged upon any class of work done on tables, except on sole leather or as otherwise provided for.

"Strainer" shall mean a person engaged at straining or tacking out, or stripping or toggling or carrying boards or frames used for straining or tacking out or toggling.

(b) For the purposes of Clauses 7 and 8, of this Determination, operations in a factory shall be divided into the following departments:—

1. Beam-shed department.
2. Tanning department (including all wet work).
3. Curriers department (including rolling).
4. Finishing department (other than rolling).
5. Japan shop.—Japan shop to mean places where persons japanning or enamelling leather are engaged.

#### PERIODICAL ADJUSTMENT OF WAGES.

(19) The wages rates set out in clause (2) are based upon the following basic wage rates and, pursuant to the provision of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (20).

#### Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	Six Capital Cities
Whole of the State .. .. .	3 10 0	(Weighted Average)

#### ADJUSTMENT OF BASIC WAGE.

(20) (a) Until the beginning of the first pay period to commence in March, 1938, the amounts of the basic wage shall be as prescribed in clause (19).

(b) During each future successive period beginning with the first pay period to commence in a March, a June, a September, or a December, the amounts of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's 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:—

- (1) The index number to be applied is that of the six capital cities (weighted average).
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is to be made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such period of thirteen weeks.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746 .. .. .	3 0 0	834-845 .. .. .	3 8 0
747-759 .. .. .	3 1 0	846-858 .. .. .	3 9 0
760-771 .. .. .	3 2 0	859-870 .. .. .	3 10 0
772-783 .. .. .	3 3 0	871-882 .. .. .	3 11 0
784-796 .. .. .	3 4 0	883-895 .. .. .	3 12 0
797-808 .. .. .	3 5 0	896-907 .. .. .	3 13 0
809-820 .. .. .	3 6 0	908-919 .. .. .	3 14 0
821-833 .. .. .	3 7 0	920-932 .. .. .	3 15 0

(21) In addition to the basic wage provided in clause 19, the margins set out in this clause, plus 5s., shall be the minimum rate payable to employees therein named:—

	Per Week.
s. d.	s. d.
1. Currier .. .. .	20 0
2. Person classing or sorting green hides or sides or skins after being unhaired .. .. .	18 0
3. Hand flesher .. .. .	15 0
4. Hand fleshing after machining .. .. .	13 0
5. Machine flesher .. .. .	13 0
6. Unhairers, scudders, stoners and punchers, and persons trimming green hides on tables after being fleshed, and persons working unhairing and scudding machines .. .. .	7 6
7. Lime jobbers .. .. .	5 0
8. Drum hands, paddle and/or vat hands, tanpitmen, and hydraulic pressers .. .. .	4 0
9. Bark baggers .. .. .	4 0
10. Extract workers in tanneries, bark grinders in tanneries, and persons boiling down, fleshing, or rendering down tallow, or handling hides, bark, or tannin extract .. .. .	2 0
11. Splitting machinist .. .. .	18 0
12. Man behind splitting machine .. .. .	2 0
13. Machine shaver .. .. .	14 0
14. Jiggers and grainers of bookbinding or furniture leathers, or japanned or enamelled or morocco leather, or persons engaged at japanning or enamelling leather, or at ovens used for japanning or enamelling leather, and operators of spraying machines .. .. .	10 6
15. Rollers, strikers, and setters out of sole leather .. .. .	9 6
16. Whitening or buffing machinists .. .. .	14 6
17. Pluffing machinist .. .. .	5 6
18. Leather dresser (table hand) .. .. .	7 0
19. Persons (not otherwise provided for) finishing fancy leathers, including ironing by hand .. .. .	7 0
20. Machinists (not otherwise provided for) working at any machine used for preparing fancy leather or other leathers .. .. .	4 0
21. Table hands setting out harness leather .. .. .	7 6
22. Table hands and knee stakers .. .. .	7 0
23. Shedmen and men unloading hide, bark, and other materials used in tanneries .. .. .	2 0
24. Strainers (over the age of eighteen years) .. .. .	1 6
25. All others .. .. .	Nil

The rates for apprentices, improvers, and juvenile workers shall be adjusted in the terms of this Clause in proportion to the adjustment of the basic wage prescribed in Clause (19).

W. W. HARRIS, Chairman.

J. B. DEWAN, Secretary.

Melbourne, 12th November, 1937.

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

