



# VICTORIA GOVERNMENT GAZETTE.

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No. 381]

TUESDAY, DECEMBER 21.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 10 (FISH AND POULTRY).

NOTE.—This Determination, on the 2nd 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 made 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 which since the 24th April, 1933, has had power to “determine the lowest prices or rates which may be paid to any persons whosoever employed in the business of—

- (a) killing, plucking, dressing poultry or game;
- (b) preparing fish for sale uncooked or for canning, drying, or smoking;
- (c) selling by wholesale or retail (except for consumption on the premises) poultry, game, fish, or oysters;
- (d) marketing (in fish and poultry markets) poultry, game, or fish.”—

has made the following Determination, namely:—

(1) That on the 2nd December, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### PERSONS EMPLOYED IN CONNEXION WITH THE PREPARATION OF RABBITS FOR THE WHOLESALE OR EXPORT TRADE.

(2) Apprentices or Improvers.				Other Employees.	
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.	
		MALES.	FEMALES.		
		s. d.	s. d.		
Under 16 years of age ..	..	17 9	16 9	Rabbit skimmers or boners ..	95 0
16 years of age ..	..	29 6	22 6	Grader (i.e., a person recognized by the Commonwealth	
17 years of age ..	..	36 0	25 3	Department of Commerce as a competent grader and	
18 years of age ..	..	47 9	27 9	issued a stamp by that Department) who grades for	
19 years of age ..	..	53 9	33 9	the export trade ..	100 6
20 years of age ..	..	65 9	39 0	Females employed filling cartons with boned meat ..	45 3
				All others ..	89 6

  

PROPORTION.	
MALES.	
<i>Apprentices.</i>	<i>Improvers.</i>
One male apprentice to every three or fraction of three male workers receiving not less than 89s. 6d. per week of 44 hours.	One male improver to every four or fraction of four male workers receiving not less than 89s. 6d. per week of 44 hours.
FEMALES.	
<i>Apprentices.</i>	<i>Improvers.</i>
One female apprentice to every three or fraction of three female workers receiving not less than 45s. 3d. per week of 44 hours.	One female improver to every four or fraction of four female workers receiving not less than 45s. 3d. per week of 44 hours.

  

Time of Beginning.		Time of Ending.	
(3) TIME OF BEGINNING	5.45 a.m. ..	4.30 p.m. on each of the five ordinary working days in the week.	
AND ENDING WORK	5.45 a.m. ..	11.30 a.m. on Saturday.	

- (4) OVERTIME.—(a) Outside the hours fixed as the time of beginning and ending work .. } Time and a half, provided that all  
 (b) Within the hours fixed as the time of beginning and ending work in } work done after 1 p.m. on Saturday  
 excess of four hours on Saturday and eight hours on other days } shall be paid for at double time.

(5) **SPECIAL RATES.**—(a) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day; and time and a half for all work done on Australia Day (26th January), Easter Monday, King's Birthday, Boxing Day, and Fishmongers' Picnic 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.

(b) For all work done on Sunday, New Year's Day, Good Friday, 21st April (Labour Day), and Christmas Day piece-workers shall be paid double the rates mentioned in clause (14); and for all work done by such workers on Australia Day, Easter Monday, King's Birthday, Boxing Day, and Fishmongers' Picnic Day the ordinary rates, plus 50 per cent.

(6) **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.

(7) **WAITING TIME.**—Employees (piece workers included) who are required to wait for a longer period than an aggregate of 1½ hours (exclusive of meal hours) per day shall be paid for such excess at the wage rate provided for the class of work done.

(8) **TIME RECORD.**—All employees (including piece workers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.

(9) **UNION INSPECTION.**—An Accredited Representative of the Federated Cold Storage, and Meat Preserving Employees Union of Australia shall have access to the records of times recorded by employees provided that such inspection is made between the hours of 8 a.m. and 4.30 p.m. on a working day.

(10) **DINING AND CHANGING ROOM.**—A dining-room, changing-room, adequate washing facilities, and in addition (where facilities are available) hot water for the making of tea shall be provided.

(11) **PREMISES TO BE KEPT CLEAN.**—The employer shall cause all rooms used by employees to be kept reasonably clean, and free from debris.

(12) **MEAL HOUR.**—A period of one hour shall be allowed for breakfast between the hours of 8 a.m. and 9.30 a.m., and also a period of one hour for dinner between the hours of 11.30 a.m. and 1.30 p.m.

(13) **SMOKE ON.**—Employees shall be entitled to a smoke on period of ten minutes each morning and afternoon.

(14) **PIECE-WORK PRICES.**—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

	Within the hours fixed in Clause (3).	Outside the hours fixed in Clause (3).
Skinnering rabbits (heads off) .. .. .	2s. per 100.	2s. 6d. per 100. } Plus 1½%
Skinnering rabbits (heads on) .. .. .	2s. 9d. per 100.	3s. 3d. per 100. }
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber) .. .. .	1d. per lb.	
Skinnering hares .. .. .	9s. per 100.	

**PERSONS EMPLOYED IN CONNEXION WITH ANY OTHER WORK UNDER THE DETERMINATION.**

(15) Apprentices or Improvers.				Other Employees.			
Wages per Week of 48 Hours.				Wages per Week of 48 Hours.			
		Males.	Females.			Within the Metropolitan District.	All other parts of Victoria where this Determination applies.
		s. d.	s. d.			s. d.	s. d.
Under 16 years of age .. .. .		16 9	16 3	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	109 6	104 6	
16 years of age .. .. .		23 0	19 3	Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	54 6	52 6	
17 years of age .. .. .		28 6	22 0	Foreman having the supervision of four or more workers ..	99 6	94 6	
18 years of age .. .. .		33 9	25 0	Shop hands (males) or salesmen	86 6	81 6	
19 years of age .. .. .		48 0	30 0	Block hands, pluckers, filleters, cleaners, or oyster openers ..	89 6	85 6	
20 years of age .. .. .		62 3	35 9	Labourers assisting—			
				(a) Wholesale fish salesmen	94 6	89 6	
				(b) Wholesale poultry salesmen	84 6	81 6	
				Persons employed grading and/or placing plucked poultry in boxes ..	89 6	85 6	
				Females employed—			
				(a) As shop hands ..	43 9	41 3	
				(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish or poultry ..	43 9	41 3	
				All Others ..	79 6	79 6	

PROPORTION.	
MALES.	
Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 79s. 6d. per week of 48 hours.	One improver to every four or fraction of four workers receiving not less than 79s. 6d. per week of 48 hours.
FEMALES.	
Apprentices.	Improvers.
One apprentice to every three or fraction of three female workers receiving not less than 41s. 3d. per week of 48 hours.	One improver to every three or fraction of three female workers receiving not less than 41s. 3d. per week of 48 hours.

(16) **EMPLOYEES IN FREEZING CHAMBER.**—Notwithstanding the rates provided in Clause (15), any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate of 2s. 3½d. per hour.

(17) **OVERTIME.**

(1) Any employee (other than a piece-worker) who works in excess of—

- (a) 9 hours on any one day (employees in retail shops excepted) .. .. .  
 (b) 48 hours in any week (excluding any overtime already provided for in sub-clause (a)) .. .. .

Shall be paid for such excess at the rate of time and a half.

(2) Piece-workers shall be entitled to ordinary piece-work prices, plus 50 per cent. for work done after 1 p.m. on Saturday.

(18) **SPECIAL RATES.**—(a) Double time shall be the rate for all work done by time workers on Sunday; and time and a half shall be the rate for all work done on New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, Boxing Day, Fishmongers' Picnic Day, and after 12.30 p.m. on Show Day (in localities mentioned in the twelfth schedule to the *Public Service Act 1928*; 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.

(b) For all work done on Sunday, New Year's Day, Good Friday, and 21st April (Labour Day) piece-workers shall be paid double the rates mentioned in clause (27); and for all work done by such workers on Australia Day, Easter Monday, King's Birthday, Boxing Day, and Fishmongers' Picnic Day the ordinary rates, plus 50 per cent.

(19) 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.

(20) MEAL ALLOWANCE.—Any employee (whether on time wages or piece-work) who is required to work for more than one hour after the usual closing time of the factory, shop, or place shall be paid 1s. 6d. as a meal allowance for each day that such extra time is worked. This Clause shall not apply to employees of wholesale fish auctioneers.

(21) MEAL INTERVALS.—Employees (other than piece workers) employed by wholesale fish auctioneers shall be allowed a meal interval of not less than half an hour, or more than one hour between 7.30 a.m. and 9 a.m. If such employees are required to work more than five hours after the completion of their first meal interval they shall be allowed a further interval of half an hour, and a meal shall be provided by the employer.

(22) LIFTING OF HEAVY BOXES OF FISH.—No employee shall be required to lift unassisted, boxes of fish exceeding 100 lbs. in weight.

(23) CLOTHING ALLOWANCE.—Where, in conformity with the custom of the trade or required by law, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 1s. 9d. per week in addition to the ordinary rate.

(24) TIME RECORD.—All employees (including piece-workers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.

(25) UNION INSPECTION.—An accredited representative of the Federated Cold Storage and Meat Preserving Employees Union of Australia shall have access to the records of times recorded by employees provided such inspection is made between the hours of 8 a.m. and 5 p.m. on a working day.

(26) DINING AND CHANGING ROOM.—A dining-room, and changing-room, together with adequate facilities for washing, and for boiling water for making tea shall be provided in all places (other than retail shops) in which two or more persons are employed preparing fish or poultry for trade or sale.

(27) PIECE-WORK PRICES.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

(a) Roughing fowls by hand .. .. .	3½d. per pair	
Roughing fowls by machine .. .. .	3d. per pair	
Stumping fowls the same day as they are roughed by hand ..	3½d. per pair	
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed .. .. .	4d. per pair	
Stumping fowls which have been roughed by a machine .. ..	4d. per pair	
Plucking fowls .. .. .	7d. per pair	
Plucking ducks, where wings are not plucked right out .. ..	7½d. per pair	
Plucking ducks, where wings are required to be plucked right out ..	11½d. per pair	
Plucking Muscovy drakes (redheads) .. .. .	1s. 3d. per pair	
Plucking turkey hens .. .. .	8½d. per pair	
Plucking turkey cocks .. .. .	1s. 1d. per pair	
Plucking geese .. .. .	1s. 1d. per pair	
Plucking teal .. .. .	4d. per pair	
Plucking black duck .. .. .	5d. per pair	
Plucking blue wing .. .. .	4d. per pair	
Plucking mountain duck .. .. .	5d. per pair	
Plucking pigeons and small birds .. .. .	3d. per pair	
Plucking quail .. .. .	3d. per pair	
Plucking pheasants .. .. .	7d. per pair	
Drawing and trussing fowls or ducks .. .. .	3d. per pair extra	
Drawing and trussing geese .. .. .	6d. per pair extra	
Drawing and trussing turkeys .. .. .	9d. per pair extra	
(b) *Blooding cuts .. .. .	9d. per large box	
*Splitting cuts .. .. .	1s. per large box	
*Scaling and cleaning salmon .. .. .	1s. 6d. per large box	
*Scaling and cleaning bream, flathead, trout, and all other medium fish .. .. .	2s. 6d. per large box	
*Cleaning garfish, flathead, mullet, and all other very small fish ..	3s. per large box	
*Cleaning whiting .. .. .	3d. per dozen	
*Filleting whiting .. .. .	6d. per dozen	
*Cleaning flounders .. .. .	3d. per dozen	
Trimming shark .. .. .	6d. per box	
Skinning and trimming shark .. .. .	2s. per box	

Plus 13 per cent.

\* Including washing.

A. S. HAUSER, P.M., Chairman.

J. W. RYAN, Secretary.

Melbourne, 15th November, 1937.

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**No. 382]**

**TUESDAY, DECEMBER 21.**

**[1937**

*PUBLIC SERVICE (TRANSFER OF OFFICERS) ACT 1936 (No. 4462).*

Provisional Return made pursuant to Section 3 of Act No. 4462.

## PROFESSIONAL DIVISION.

Name of Officer.	Department.	Branch.	Classification.				Annual Rate of Salary.
			Position.	Class.	Minimum Rate of Salary.	Maximum Rate of Salary.	
Place, Ralph Joseph ..	Law ..	Crown Law Offices	Reporter and Short-hand Writer	D	£ 364	£ 416	£ 364
Campbell, Archibald Hugh ..	Public Works	Engineering ..	Engineer ..	B	572	624	572
Matthews, Peter Phillip ..	Public Works	Engineering ..	Assistant Engineer ..	C	429	559	559
Rennick, Sydney Croker ..	Public Works	Engineering ..	Engineering Surveyor ..	C	429	481	481
Field, Alfred ..	Public Works	Architectural ..	Draughtsman ..	D	325	416	428
Jackson, Ernest Richard Isaiah	Public Works	Architectural ..	Inspector of Works ..	D	325	416	478
Lovell, Ulysses Emanuel ..	Public Works	Architectural ..	Inspector of Works ..	D	325	416	364
Bright, Edward ..	Public Works	Architectural ..	Inspector of Works ..	D	325	416	325
McLean, Norman Angus ..	Public Works	Architectural ..	Inspector of Works ..	D	325	416	325
Blackburn, George Albert ..	Public Works	Architectural ..	Inspector of Works ..	D	325	416	325
Drew, Albert Cyril ..	Public Works	Engineering ..	Assistant Engineer ..	D	325	416	364
Mulvany, John Bernard ..	Mines ..	.. ..	Field Geologist ..	D	325	416	325
Bacon, James Wallace ..	Mines ..	.. ..	Inspector of Boilers ..	D	325	416	325
Dickinson, David Rushbrook ..	Mines ..	.. ..	Draughtsman ..	E	221	299	299
Challoner, William ..	Public Health	.. ..	Buildings Inspector	D	325	416	403

The rates of salary shall be taken as being those fixed under the Salaries Revision Scheme which came into operation in the Public Service on 1st July, 1926, and the payment thereof shall henceforth be subject to the same conditions as those which apply to the payment of Revised Salary Rates in the case of officers of the Professional Division generally.

An officer in Class "E" shall be eligible on the completion of twelve months' service at the maximum rate of salary for his Class to be paid an allowance equivalent to that payable to officers of the Public Service under the provisions of section 28 of the *Public Service Act 1928*.

In any case where the Annual Rate of Salary payable to an officer exceeds the Maximum Rate of Salary attaching to his classification, the difference between such rates shall be payable by way of an allowance.

## CLERICAL DIVISION.

CLASSIFICATION IN THE PUBLIC SERVICE OF EACH OFFICER.—CLASS V.—SUBDIVISION 1.

Name of Officer (In Order of Seniority).	Department.	Branch.	Annual Rate of Salary.
Frawley, Francis William ..	Labour ..	Sustenance ..	£ 423
Thomas, Thorald ..	Treasurer ..	Taxation ..	312
Aldridge, Thomas George ..	Treasurer ..	Accounts ..	343
Osbourne, Robert Lancelot Ford	Lands and Survey ..	.. ..	343
Aldred, James Harold ..	Premier ..	Premier's ..	343
Grist, Victor Francis ..	Treasurer ..	Stamp Duties ..	343
Binns, Charles William ..	Lands and Survey ..	.. ..	313
Roscholler, Clarence Newman ..	Labour ..	Sustenance ..	313
Hosking, Benjamin Edgar ..	Mines ..	.. ..	313
Manley, Albert John ..	Treasurer ..	Accounts ..	313
Carter, Redvers Ophir ..	Agriculture ..	Maffra Sugar Factory	313
Dunn, Ralph Fisher ..	Agriculture ..	Accounts ..	313

## CLERICAL DIVISION—continued.

Name of Officer (In Order of Seniority).	Department.	Branch.	Annual Rate of Salary.
McLeod, Alexander Munro .. .. .	Law .. .. .	Curator's .. .. .	£
Chapple, Alfred Vincent .. .. .	Labour .. .. .	Sustenance .. .. .	313
Patton, Percy Joseph .. .. .	Lands and Survey .. .. .	.. .. .	313
Fowler, John Clifton .. .. .	Treasurer .. .. .	Accounts .. .. .	313
Jenner, Ernest Roland .. .. .	Mines .. .. .	.. .. .	313
Sullivan, John Jeremiah .. .. .	Labour .. .. .	Sustenance .. .. .	313
Bragg, William Albert Egerton .. .. .	Labour .. .. .	Sustenance .. .. .	313
Lambert, Louis Septimus .. .. .	Treasurer .. .. .	Taxation .. .. .	313
Phillipps, Rundle Whitford .. .. .	Lands and Survey .. .. .	.. .. .	313
Clark, Francis Terence .. .. .	Chief Secretary .. .. .	Licences Reduction .. .. .	313
Lack, Robert Hector .. .. .	Labour .. .. .	Labour Bureau .. .. .	312
Walsh, Cecil Augustine .. .. .	Chief Secretary .. .. .	Statist's .. .. .	299
Tuckey, Leonard Douglas Stevenson .. .. .	Agriculture .. .. .	Rutherglen State Farm and Viticultural Station .. .. .	299
Clinnick, John Clifford .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Ward, Frederick Hugh .. .. .	Labour .. .. .	Sustenance .. .. .	299
Juckes, Desmond Raymond .. .. .	Lands and Survey .. .. .	.. .. .	299
Carr, Arthur Edward James .. .. .	Lands and Survey .. .. .	.. .. .	299
McGregor, Francis .. .. .	Labour .. .. .	Sustenance .. .. .	299
Rooks, Albert Jacob .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Petty, Thomas James Bates .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Parfitt, Francis Henry .. .. .	Agriculture .. .. .	Live Stock .. .. .	299
Smith, William .. .. .	Chief Secretary .. .. .	Statist's .. .. .	299
Ross, Martin Benjamin .. .. .	Lands and Survey .. .. .	.. .. .	299
Munro, George Alexander .. .. .	Treasurer .. .. .	Accounts .. .. .	299
Ramsay, Hector .. .. .	Lands and Survey .. .. .	.. .. .	299
Groat, George Ross .. .. .	Labour .. .. .	Sustenance .. .. .	299
McPherson, William Henry Frederick .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Ogilvie, Henry Clarence .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Rourke, John Thomas .. .. .	Treasurer .. .. .	Taxation .. .. .	312
Casey, Thomas Vincent .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Rochester, Roy Selwyn .. .. .	Lands and Survey .. .. .	.. .. .	299
Curnow, Leonard Brokenshire .. .. .	Labour .. .. .	Sustenance .. .. .	363
Hannon, Francis Peter .. .. .	Lands and Survey .. .. .	.. .. .	299
Connell, Thomas Patrick .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Alexanderson, Harold Normand .. .. .	Law .. .. .	Titles .. .. .	299
Knight, Ernest William .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Hohmuth, Hugo Mays .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Cleal, Peter Hanslow .. .. .	Chief Secretary .. .. .	Police .. .. .	299
McGuinness, John Patrick .. .. .	Treasurer .. .. .	Taxation .. .. .	299
McGuinness, Kevin Joseph .. .. .	Premior .. .. .	Audit .. .. .	299
Wohlfahrt, Theodore John .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Stack, Thomas Leslie .. .. .	Labour .. .. .	Sustenance .. .. .	299
Hodgens, Aubrey Joseph Albert .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Warren, John Henry .. .. .	Labour .. .. .	Sustenance .. .. .	299
Larkins, John Vincent .. .. .	Treasurer .. .. .	Stamp Duties .. .. .	299
Barker, George Edward .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Crapper, Henry Sylvester .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Burns, Albert Alphonus .. .. .	Lands and Survey .. .. .	.. .. .	299
Martin, Wallace .. .. .	Treasurer .. .. .	Taxation .. .. .	299
MacLean, Frank Willis .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Cox, Frederick Norman .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Chamberlain, Albert Joseph .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Duncan, Alphonso John .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Fosdick, Laurence Vincent .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Habgood, Frederick Isaac .. .. .	Treasurer .. .. .	Accounts .. .. .	299
Wishart, Neil Carnsworthy .. .. .	Treasurer .. .. .	.. .. .	299
Hernan, Hugh Thomas .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
Lansbury, Charles Franklin .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Crooks, Walter Norman .. .. .	Agriculture .. .. .	Milk Board .. .. .	299
Perkins, Leslie Howard .. .. .	Lands and Survey .. .. .	.. .. .	299
Jones, David Thomas .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Bennett, Francis Harold .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Manfield, Claude Brewer .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Webb, George Thomas .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Cook, Eric Leslie .. .. .	Public Works .. .. .	.. .. .	299
Weisheit, Frederick Percy .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Lewis, Vivian Caesar George .. .. .	Lands and Survey .. .. .	.. .. .	312
Wraith, William Edward .. .. .	Mines .. .. .	.. .. .	299
Bowden, Charles Robert .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Mardling, Hynes Henry .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Carlile, Cecil Frank .. .. .	Agriculture .. .. .	Milk Board .. .. .	299
Trevethan, Claude William .. .. .	Labour .. .. .	.. .. .	299
Westmore, Eric Charles .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Hall, William Lethbridge Clifford .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Allen, Robert Edward .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Burrowes, Gordon Hewstone .. .. .	Chief Secretary .. .. .	Accident Insurance .. .. .	299
Jones, James Talbot .. .. .	Chief Secretary .. .. .	Statist's .. .. .	299
Smith, William Henry Gascoyne .. .. .	Treasurer .. .. .	Accounts .. .. .	299
McSpeerin, Leslie John .. .. .	Lands .. .. .	.. .. .	299
Davies, Joseph Glennis .. .. .	Agriculture .. .. .	Analytical .. .. .	299
Tipping, Joseph Albert .. .. .	Lands .. .. .	.. .. .	299
Steedman, John Kevin .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Allan, William .. .. .	Labour .. .. .	Sustenance .. .. .	299
Walmsley, George William .. .. .	Labour .. .. .	Sustenance .. .. .	299
Burke, Charles Edward .. .. .	Labour .. .. .	Sustenance .. .. .	299
Hansen, Eric Peter Larsen .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Green, Edgar Frank .. .. .	Lands and Survey .. .. .	.. .. .	299
Gleeson, Thomas Gerard .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Bowman, Alan James .. .. .	Labour .. .. .	.. .. .	299
Blouin, Francis Gerald .. .. .	Lands and Survey .. .. .	.. .. .	299
Amoore, Rendell Thomas .. .. .	Treasurer .. .. .	Accounts .. .. .	299

## CLERICAL DIVISION—continued.

Name of Officer (In Order of Seniority).	Department.	Branch.	Annual Rate of Salary.
			£
Myers, John Joseph .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Keleher, Ignatius Joseph .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Hunter, Edward Hammond .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Purves, Francis Joseph .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
Manning, George William .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
Moore, Aubrey .. .. .	Mines .. .. .	.. .. .	299
Laity, Ernest Woolgar .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
Synnot, Mervyn Alfred Rodger .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Lynch, William James .. .. .	Lands and Survey .. .. .	.. .. .	299
Tranter, Frank Avis .. .. .	Lands and Survey .. .. .	.. .. .	299
Morganti, Maurice .. .. .	Labour .. .. .	Sustenance .. .. .	299
Martin, James Wilson .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
Langton, Francis Aloysius .. .. .	Chief Secretary .. .. .	Accident Insurance .. .. .	299
Wheelock, William James Tyson .. .. .	Labour .. .. .	.. .. .	299
Chadwick, Leslie Ernest Alyious .. .. .	Law .. .. .	Crown Law Offices .. .. .	299
Setter, Frank William .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Nolan, Arthur James .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Daniel, Roy Spencer .. .. .	Agriculture .. .. .	Live Stock .. .. .	299
Sitlington, Keith Gordon .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Murphy, Leo Francis .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Hawe, John Benjamin .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
Beattie, John James .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
Dewar, Robert Watson .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Coldrey, Henry Thomas .. .. .	Treasurer .. .. .	Taxation .. .. .	299
O'Brien, Leo Patrick .. .. .	Treasurer .. .. .	Taxation .. .. .	299
O'Brien, James Lawrence .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Campbell, John McArthur .. .. .	Treasurer .. .. .	Stamp Duties .. .. .	299
Matthiesson, Thomas John .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
Graham, Robert Milton .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Miller, Joseph .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Dance, William Edwin .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
O'Donnell, James David .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Philbrick, Alan Spanton .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Smith, Aidan Neville .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Fleming, Thomas Allan .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Wall, Frederick Harold .. .. .	Treasurer .. .. .	Taxation .. .. .	299
McLean, Alexander Douglas .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Walsh, William Michael .. .. .	Lands and Survey .. .. .	.. .. .	299
Dungan, Leonard Joseph .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
Brett, Alan Stawell .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Comer, Lawrence George .. .. .	Public Health .. .. .	.. .. .	299
Adkins, Eric .. .. .	Treasurer .. .. .	Taxation .. .. .	299
McAlpine, Eric Roy .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Oakloy, Reginald Herbert .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Coulthard, Alexander George .. .. .	Premier .. .. .	Premier's .. .. .	299
Oldham, George Knight .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Montana, Ambrose .. .. .	Treasurer .. .. .	Taxation .. .. .	312
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McCall, William .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Crowe, James Patrick .. .. .	Mines .. .. .	.. .. .	299
Ham, Henry Frederick .. .. .	Labour .. .. .	Labour Bureau .. .. .	299
Loneragan, John Joseph .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Dungan, Reginald William Paul .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Corrie, Francis William .. .. .	Chief Secretary .. .. .	Statist's .. .. .	286
Hughes, Arvon Postlethwaite .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Manton, Philip Arthur Keith .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Blair, William Alan .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Hutchinson, Robert Victor .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Ryan, Edward Francis .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Rae, Percy William Alexander .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Jennings, Reginald Henry .. .. .	Public Instruction .. .. .	.. .. .	299
Power, Thomas Bernard Edward .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Coyne, Bernard Joseph .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Tripp, George Herbert .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Howard, Neil Thompson .. .. .	Chief Secretary .. .. .	Police .. .. .	299
Morgan, John .. .. .	Labour .. .. .	.. .. .	299
Costello, Charles Hansen .. .. .	Treasurer .. .. .	Taxation .. .. .	286
Robertson, James Clark .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Hinks, Albert Sydney .. .. .	Agriculture .. .. .	Milk Board .. .. .	299
Clements, Alexander Robert .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Tunnecliffe, Maurice Thomas .. .. .	Treasurer .. .. .	Taxation .. .. .	299
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Mulqueeny, William John Patrick .. .. .	Treasurer .. .. .	Taxation .. .. .	299
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Chan, Norman .. .. .	Treasurer .. .. .	Taxation .. .. .	299
O'Connor, Vincent James .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Cunningham, Percy Thomas .. .. .	Treasurer .. .. .	Taxation .. .. .	299
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Aiton, Gregor .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Neville, William Thomas .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Maher, Martin Basil .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Condon, Edmond John Patrick .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Lambert, Francis Redmond .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Mongan, Gordon Victor .. .. .	Treasurer .. .. .	Taxation .. .. .	260
Vince, Frank Louis .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Cliff, William James .. .. .	Treasurer .. .. .	Taxation .. .. .	286

## CLERICAL DIVISION—continued.

Name of Officer (In Order of Seniority).	Department.	Branch.	Annual Rate of Salary.
Phillips, Harry Raynor .. .. .	Mines .. .. .	.. .. .	£ 299
Cleal, Francis Cyril .. .. .	Treasurer .. .. .	Taxation .. .. .	299
Rowe, Leonard St. Just .. .. .	Treasurer .. .. .	Taxation .. .. .	260
Burnett, James Charles .. .. .	Lands and Survey .. .. .	.. .. .	299
Taylor, Roy Desmond James .. .. .	Lands and Survey .. .. .	.. .. .	312

The rates of salary shall be taken as being those fixed under the Salaries Revision Scheme which came into operation in the Public Service on 1st July, 1926, and the payment thereof shall henceforth be subject to the same conditions as those which apply to the payment of Revised Salary Rates in the case of officers of the Clerical Division generally.

An officer shall be entitled, subject to satisfactory service, to receive at the end of each year's service from the date of his appointment to the Public Service an increment at a rate equal to the difference between his annual rate of salary for the time being and the annual rate of salary next higher in the scale of salaries payable to officers of the Fifth Class in the Clerical Division, provided that in no case shall an officer receive an increment when his annual rate of salary for the time being is equal to or greater than the maximum rate of salary payable to officers of the Fifth Class plus an allowance equivalent to that payable to officers of the Public Service under the provisions of section 28 of the *Public Service Act* 1928.

The difference between an officer's annual rate of salary for the time being and the annual rate of salary payable for the time being in respect of the subdivision to which the officer belongs shall be paid by way of an allowance.

The position with regard to the receipt of gratuities by officers for performing certain duties in the Public Service is not affected by this return.

For purposes of general seniority in the Clerical Division, officers shall be deemed to have been appointed to the Fifth Class as on the 23rd December, 1936.

## GENERAL DIVISION.

Name of Officer (In Order of Seniority).	Department.	Branch.	Classification.			Annual Rate of Salary.
			Position.	Minimum Rate of Salary.	Maximum Rate of Salary.	
Ford, Robert Gray .. .. .	Chief Secretary ..	Fisheries and Game ..	Inspector .. ..	£ 226	£ 330	£ 276
Barry, John Patrick .. .. .	Labour .. .. .	Sustenance .. ..	Supervising Inspector ..	274	287	287
Carruthers, Andrew Sheppard .. .. .	Labour .. .. .	Sustenance .. ..	Registrar of Public Assistance ..	270	283	283
O'Toole, Joseph Francis .. .. .	Labour .. .. .	Sustenance .. ..	Registrar of Public Assistance ..	270	283	283
Watson, Robert Edward .. .. .	Labour .. .. .	Sustenance .. ..	Registrar of Public Assistance ..	270	283	283
Clark, James .. .. .	Labour .. .. .	Sustenance .. ..	Registrar of Public Assistance ..	270	283	283
Sheehan, John Patrick .. .. .	Labour .. .. .	Sustenance .. ..	Registrar of Public Assistance ..	270	283	283
Bryant, Leslie Albert Vivian .. .. .	Labour .. .. .	Sustenance .. ..	Registrar of Public Assistance ..	270	283	283
Chynoweth, Randal Roy .. .. .	Mines .. .. .	.. .. .	Assistant .. ..	203	283	283
De Marchi, Henry William .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
Lyall, George Thomas .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
Coutts, William Edward .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
Maginness, Donald .. .. .	Mines .. .. .	.. .. .	Assistant .. ..	203	283	283
Beswick, George .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
Nixon, George Wilfred .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
Baker, Arthur Frederick Bernard .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
Kofoed, George Alfred .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	268
Barry, Gerald Albert .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
Coad, Gordon Raymond .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	245
North, Allan James .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	245
Symons, Edward Ralph .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
O'Connell, John Stanford .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
Brimacombe, Alfred Verne .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
Jenkins, Vincent Edward .. .. .	Labour .. .. .	Sustenance .. ..	Assistant .. ..	203	283	283
Hughes, Richard John .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	283
Blythman, Allen Roy .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	268
Luke, Harold .. .. .	Treasurer .. .. .	Taxation .. ..	Senior Assistant .. ..	203	283	253
Arnel, William George .. .. .	Labour .. .. .	Sustenance .. ..	Assistant .. ..	203	283	253
Phillips, Henry Victor .. .. .	Mines .. .. .	.. .. .	Fitter and Turner .. ..	239	279	279
Wagstaff, Vernon Frederick .. .. .	Mines .. .. .	.. .. .	Laboratory Mechanic .. ..	263	276	276
Moreland, Hugh Frederick .. .. .	Law .. .. .	.. .. .	Courtkeeper and Crier, Geelong .. ..	.. ..	226	226
Gott, William Henry .. .. .	Labour .. .. .	Sustenance .. ..	Inspector .. ..	.. ..	226	226
Pollard, Olive .. .. .	Law .. .. .	Crown Law Offices ..	Shorthand Writer and Typist .. ..	149	201	201

Any officer whose name is included in this return and who is aggrieved by the provisional classification allotted to him may appeal to the Public Service Commissioner against such classification. Appeals must be lodged with the Commissioner not later than Thursday, the 13th January, 1938.

J. HARNETTY,  
Public Service Commissioner.

Office of the Public Service Commissioner (Victoria),  
Melbourne, 21st December, 1937.





# VICTORIA GOVERNMENT GAZETTE.

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No. 383]

TUESDAY, DECEMBER 21.

[1937

Factories and Shops Acts.

## DETERMINATION OF THE ICE BOARD.

NOTE.—This Determination on the 22nd 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 7th September, 1926, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business of a maker of ice for trade or sale," has made the following Determination, namely:—

(1) That on the 22nd December, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices or Improvers.				Other Employees.			
				Wages.			
				Per Hour.		Per Week of 44 Hours.	
				s. d.	s. d.	s. d.	s. d.
16 years of age ..	..	..	..	..	38	3	
17 " " ..	..	..	..	..	41	6	
18 " " ..	..	..	..	..	49	6	
19 " " ..	..	..	..	..	56	0	
And thereafter the minimum rate.							
				Ice Pullers ..	..	..	
				Ice Stackers ..	..	..	
				Ice Packers ..	..	..	
					2	3½	99 11

PROPORTION (in any factory or place).

One apprentice to every three or fraction of three workers employed and receiving not less than 99s. 11d. per week of 44 hours.

One improver to every ten persons or fraction of ten persons employed and receiving not less than 99s. 11d. per week of 44 hours.

(3) HOURS OF WORK:—

(a) Where shifts are worked the times of beginning and ending shall be as follows:—

Shift	Time of Beginning.	Time of Ending.
Day Shift—		
Monday to Friday inclusive ..	7 a.m. ..	3 p.m. ..
Saturday ..	7 a.m. ..	11 a.m. ..
Afternoon Shift—		
Monday to Friday inclusive ..	3 p.m. ..	11 p.m. ..
Saturday ..	3 p.m. ..	7 p.m. ..
Night Shift—		
Sunday to Monday ..	11 p.m. ..	7 a.m. ..
Monday to Tuesday ..	11 p.m. ..	7 a.m. ..
Tuesday to Wednesday ..	11 p.m. ..	7 a.m. ..
Wednesday to Thursday ..	11 p.m. ..	7 a.m. ..
Thursday to Friday ..	11 p.m. ..	7 a.m. ..
Friday to Saturday ..	11 p.m. ..	3 a.m. ..

(b) Where shifts are not worked the number of hours to be worked on any one day shall be as follows:—

Monday, Tuesday, Wednesday, Thursday, Friday ..	8 hours ..
Saturday ..	4 hours ..

The higher rate to be paid for each hour or fraction of an hour worked by any employee—  
(a) before or after his shift .. .. .  
or (b) in excess of the number of hours fixed for a day's work, } shall be time and a half.

Alternatively during the period 16th October to 14th April.

Shift	Time of Beginning.	Time of Ending.
Monday, Tuesday, Thursday, Friday, Saturday ..	7 a.m. ..	3 p.m. ..
Wednesday ..	7 a.m. ..	11 a.m. ..
Monday, Tuesday, Thursday, Friday, Saturday ..	3 p.m. ..	11 p.m. ..
Wednesday ..	3 p.m. ..	7 p.m. ..
Sunday to Monday ..	11 p.m. ..	7 a.m. ..
Monday to Tuesday ..	11 p.m. ..	7 a.m. ..
Tuesday to Wednesday ..	11 p.m. ..	3 a.m. ..
Wednesday to Thursday ..	11 p.m. ..	7 a.m. ..
Thursday to Friday ..	11 p.m. ..	7 a.m. ..
Friday to Saturday ..	11 p.m. ..	7 a.m. ..

Monday, Tuesday, Thursday, Friday, Saturday ..	8 hours ..
Wednesday ..	4 hours ..

(4) **SHIFT WORK.**—Employees engaged on afternoon or night shift shall in addition to the rates fixed in Clause 2, be paid 6d. per shift and 1s. per shift respectively.

(5) **SPECIAL RATES.**—Time and three-quarters shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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 only be payable for work done on the day so substituted.

(6) **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 22 hours be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum, and for each hour worked beyond the hours 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.

(7) **PAYMENT OF WAGES.**—Payment of wages shall be made weekly during working hours.

(8) **SMOKE INTERVAL.**—Any person who is employed continuously in an artificially cooled ice storage chamber for two hours or more shall be allowed fifteen minutes interval for smoke between meals without deduction of pay.

(9) **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 four weeks or more.

(10) **TIME BOOK AND WAGE RECORD.**—Every employee shall indelibly record daily his 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. In addition to such time record every employee shall be required to sign each week a wage book or other record showing the total amount received as wages for such week.

(11) **UNION INSPECTION.**—Any time after the expiration of fourteen days from the date of this determination, the secretary or assistant secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australia shall have access to the records of times recorded by employees and wages paid, provided that such inspection is made between the hours of 9 a.m. and 4.30 p.m. on a working day.

RAY H. BEERS, P.M., Chairman.

GEO. E. PARK, Secretary.

Melbourne, 6th December, 1937.