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[1938

Factories and Shops Acts.

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS BOARD.

Adjusted pursuant to section 21 of the *Factories and Shops Act 1934* (No. 4275).

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

[FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the Factories and Shops Acts and in consequence of the provisions contained in a Determination made on the 14th December, 1937, by the Storemen, Packers, and Sorters Board, and published in the *Government Gazette* on the 11th January, 1938, hereby issue an adjusted Determination showing the adjusted wages rates to be paid as from the beginning of the first pay period to commence in September, 1938.

(a) to any person employed—

- (i) as a Storeman, Packer, or Sorter,
- (ii) in assisting a Storeman, Packer, or Sorter,
- (iii) as an assembler, collector, or checker of goods in course of receipt or despatch;

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards:—

Aerated Water Trade Board
Agricultural Implements Board
Agricultural Implements Board (Country)
Bedstead Makers Board
Biscuit Board
Boarding Houses Board
Brewers Board
Butter Board
Cardboard Box Trade Board
Cigar Trade Board
Confectioners Board
Cordage Board
Fellmongers Board
Flock Board
Flour Board
Flour Board (Country)
Furniture Board (Picture Frames)
Furniture Board (Wood, Mantelpiece, or Overmantel)

Glassworkers Board
Grocers Sundries Board
Ham and Bacon Curers Board
Hotel and Restaurant Board
Ice Board
Jam Trade Board
Leather Goods Board
Marine Stores Board
Meat Preservers Board
Millet Broom Board
Nailmakers Board
Paper Board
Paper Bag Trade Board
Pastrycooks Board
Plate Glass Board
Pottery Board
Printers Board
Printers Board (Country)
Printers Board (Provincial)

Rubber Trade Board
Shops Board No. 1 (Boot Dealers)
Shops Board No. 7 (Country Shop Assistants)
Shops Board No. 9 (Drapers and Men's Clothing)
Shops Board No. 12 (Fuel and Fodder)
Shops Board No. 13 (Fuel and Fodder—Country)
Shops Board No. 14 (Furniture Dealers)
Shops Board No. 15 (Grocers)
Shops Board No. 16 (Hardware)
Tea Packing Board
Tinsmiths Board
Wholesale Grocers Board
Wireworkers Board
Woodworkers Board
Woollen and Cotton Trade Board.

(1) APPRENTICES AND IMPROVERS.

	Wages Per Week.					Number (In any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	} 51 6	17 0	19 3	18 3	17 0	<p>APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving 81s. per week. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving 81s. per week.</p> <p>FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving 50s. 3d. per week. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving 50s. 3d. per week. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving 48s. 6d. per week. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving 45s. 6d. per week.</p>
16 to 17 years of age		22 6	22 3	24 0	22 6	
17 to 18 years of age		29 6	25 6	26 6	24 9	
18 to 19 years of age		40 9	29 3	31 6	29 3	
19 to 20 years of age		66 0	52 6	33 9	34 3	
20 to 21 years of age	82 6	64 9	38 0	39 0	36 6	

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

Apprentices and Improvers shall be subject to the same number of hours per week as fixed for their respective sections.

(2) JUVENILE WORKERS.

JUVENILE WORKERS, I.E., MALES UNDER 21 YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS) EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week of 44 Hours.

	<i>s.</i>	<i>d.</i>
Under 16 years of age	24	4
15 to 16 years of age	24	4
16 to 17 years of age	30	2
17 to 18 years of age	33	4
18 to 19 years of age	42	4
19 to 20 years of age	53	10
20 to 21 years of age	63	6

Provided that a juvenile worker called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be entitled to receive the wage fixed for an adult, whilst so engaged.

(3) (a) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 44 Hours.	
	<i>s.</i>	<i>d.</i>
Head storeman, i.e., an employee in charge of a store or a special department in a store ..	95	6
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men regularly under his supervision	90	6
All others	85	6

(3) (b) IN (OR ON) ANY PLACE OTHER THAN OIL, GREASE AND PETROLEUM PRODUCTS STORES.

	Males employed in (or on) or in connexion with—													
	Storemen employed in Figured, Roll, and Sheet Glass Stores.	Storemen employed receiving Stores and Truck into Engineering Establishments (Stores and Tools for use in such Establishments).	Wharfs, Wharf Sheds, Outcrops, Wharfery Sheds, or Pumping Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Various Plaster Stores or Wholesale Softgoods Warehouses.	Boot Factories, or Wholesale Chemists' or Manufacturing Chemists' Establishments.	Bulk Paper Stores or Rubber Goods Manufacturers' Stores.	Iron Yards in which Steel or Iron Plates and Rods are Handled.	Hardware Stores.	Electrical Goods Manufacturers' Stores.	Electrical Goods Stores (other than Electrical Goods Manufacturers' Stores).	Retail Establishments.
	WAGES PER WEEK OF—													
	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	48 Hours.	44 Hours.	47 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Storeman, Packer, or Sorter in any Store, who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting in such store)—														
(a) Works singly	90 6	90 6	102 0	90 0	87 0	87 0	86 0	88 6	90 6	90 6	90 6	90 6	90 6	90 6
(b) Supervises or directs the number of male persons 18 years of age or over indicated hereunder, viz. :—														
(a) 1, 2, 3, 4, 5, or 6 such persons	92 9	92 9	102 0	90 0	87 0	89 6	88 3	90 9	92 9	92 9	92 9	92 9	92 9	92 9
(b) 7 or more such persons	106 9	106 9	102 0	90 0	87 0	103 6	102 9	105 6	106 9	106 9	106 9	106 9	106 9	106 9
Storeman in charge of a bulk store removed from the main place of business	90 6	90 6	..	..	..	..	86 0	88 6	90 6	90 6	90 6	90 6	90 6	90 6
Packers of crockery, china, or glassware .. .. .	..	..	..	..	..	..	..	..	..	89 3	..	..	..	..
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Persons handling pianos, piano-players, or organs .. .. .	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Egg packers, sorters, or testers with six months' or more experience .. .. .	..	..	..	..	..	..	..	..	..	..	..	..	..	..
All male adults not otherwise provided for	86 0	86 0	102 0	90 0	87 0	84 0	81 0	84 0	86 0	86 0	86 0	86 0	86 0	86 0

	Males employed in (or on) or in connexion with—									
	Bread-making Establishments.	Match Factory Stores.	Wholesale Confectionery Stores.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Fruits, Fishes, Oils, Colour and Varnish Stores.	Bulk Salt Stores, Machinery Stores, Stores in which Stores are Stacked (except in the case of Salt Stores in which Salts are Stacked, Packed or Sorted).	Stores, Open or other Metal Goods Manufacturers' Stores.	Dye Stores.		Other Dye Stores.	Any Other Place.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Storeman, Packer, or Sorter in any Store, who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting in such store)—										
(a) Works singly	99 0	90 6	90 6	88 6	90 6	90 6	90 6	98 0	86 0	
(b) Supervises or directs the number of male persons 18 years of age or over indicated hereunder, viz. :—										
(a) 1, 2, 3, 4, 5, or 6 such persons	105 3	92 9	92 9	90 9	92 9	92 9	92 9	100 3	88 3	
(b) 7 or more such persons	119 9	106 9	106 9	105 6	108 9	106 9	106 9	114 3	102 9	
Storeman in charge of a bulk store removed from the main place of business .. .. .	..	90 6	90 6	88 6	90 6	90 6	90 6	98 0	86 0	
Packers of crockery, china, or glassware .. .. .	..	..	..	..	..	..	..	..	89 3	
Packers of metal window frames .. .. .	..	..	..	..	..	..	..	..	86 0	
Persons handling pianos, piano-players, or organs .. .. .	..	..	..	..	..	..	..	..	86 0	
Egg packers, sorters or testers with six months' or more experience .. .. .	..	..	..	..	..	..	..	..	84 0	
All male adults not otherwise provided for	99 0	86 0	86 0	84 0	86 0	86 0	86 0	94 0	81 0	

Storemen or packers called upon to work in cool stores shall be paid 2s. 3d. per hour whilst so employed.

(3) (c)

FEMALES.

	Females employed in or in connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establish- ments.	Any Other Place.
	WAGES		PER WEEK	OF—
	44 Hours.	44 Hours.	44 Hours.	48 hours for retail Establishments and 44 hours for all places other than Retail Establish- ments.
	s. d.	s. d.	s. d.	s. d.
Female Packer or Sorter in any Store, who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting in such store)—				
(a) Works singly	47 9	53 6	57 0	47 9
(b) Supervises or directs the number of female persons 18 years of age or over, indicated hereunder, viz. :—				
(a) 1, 2, 3, 4, 5, or 6 such persons	51 3	57 0	60 9	51 3
(b) 7 or more such persons	57 6	63 6	67 9	57 6
Females employed packing or sorting laundry work				
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience			49 3	
With eight weeks' or more experience			55 0	
All female adults not otherwise provided for	45 6	50 3	48 6	45 6

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

(4) TEMPORARY WORK.—Temporary employees, i.e., persons employed for less than two consecutive weeks shall be paid at the rate of 2s. 7d. per hour.

(5) EXTRA RATE.—Whenever not more than two storemen or packers are employed handling or rolling barrels or drums, weighing over 5 cwt., for more than half an hour, they shall be paid 6d. per hour extra, whilst so employed.

(6) ORDINARY WEEK'S WORK.—Forty-four hours shall constitute a week's work and they shall be worked as follows:—Eight hours per day from Monday to Friday, both inclusive, and four hours on Saturday, to be worked between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday, both inclusive, and 7 a.m. and noon on Saturday.

Subject to the above, the hours of starting and finishing may be fixed by each employer, but having been once fixed they shall not be altered without seven days' notice.

Where the industry necessitates a continuous process, three shifts of eight hours each may be worked, and overtime is to be calculated on the basis only of an excess of eight hours.

Employees required for duty in connexion with the delivery of bulk petrol may be employed on shifts, and when so employed shall be paid 6s. per week in addition to the rates prescribed in clause (3) of this Determination, provided that such shift work extends over one calendar month. Five shifts of eight hours including crib time of half an hour, and one of four hours, shall constitute a week's work.

(7) OVERTIME.—(a) The following rates shall be paid for all work done:—

- On Saturday, after 1 p.m. Double time.
- Any other time Time and a half.

(b) Provided that all meal hours, if worked, shall be paid for at double time, and such double time shall continue until a meal time is allowed, except that, should work cease before 6.30 p.m., ordinary overtime rates only will apply, and employees shall not then be paid 2s. for meals as provided in the next succeeding paragraph.

(c) Except as provided in the last preceding paragraph, weekly and temporary employees when called upon to work overtime, shall be allowed 2s. for each meal, unless they have been notified before ceasing work on the previous day of the intention to work overtime.

(8) MEAL HOURS.—One hour on Monday to Friday, both inclusive, shall be allowed for each meal. Provided that, should any employer and the Federated Storemen and Packers' Union of Australia, Victorian Branch, agree, the meal hour in an establishment may be shortened to meet the exigencies of transport.

The hours for breakfast and dinner shall be fixed in each case by mutual arrangement, but having been once fixed, they shall not be altered without seven days' notice.

The interval for tea shall be within the hour succeeding the usual finishing time.

The interval for supper shall be between 12 midnight and 1 a.m.

(9) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, gazetted public holidays, and the day observed as Union Picnic Day in the Metropolitan District and Geelong respectively, provided that no day except Union Picnic Day shall be observed as a holiday if the Railways Goods Yards are open for receipt of ordinary goods on those days, and provided also that any employer requiring to deliver goods on Union Picnic Day shall have the right to employ without extra payment up to 10.30 a.m. on that day, as many men as he deems necessary for that purpose.

(10) HOLIDAYS.—Weekly employees shall subject to the provisions of the preceding clause, be entitled to the holidays mentioned in clause (9) without deduction of pay.

(11) TERMS OF ENGAGEMENT.—Employees are to be engaged either as weekly or temporary employees.

In the case of temporary employees the engagement shall be terminable at any time by either employer or employee.

In the case of weekly employees the engagement shall be terminable by a week's notice by either employer or employee. Provided that any employee, being incompetent or disobedient, or misconducting himself, may be dismissed without notice.

Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness, if required by the employer, in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

If an employee who has been continuously employed for not less than six months is dismissed through slackness of work, such employee shall so far as practicable, be given first preference of employment when men are being re-engaged.

Men engaged for stacking ex ship, shall be deemed to be temporary employees during the whole time they are engaged on such work.

Temporary employees who are instructed to report for work at a stipulated time and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary temporary rates from the said stipulated starting time.

In the event of a temporary employee being instructed to report for work and his services are not required, he shall be paid for two hours at temporary rates.

(12) PAYMENT OF WAGES.—Time shall be made up weekly to suit the convenience of employers and employees, and the payment of wages shall begin within five minutes after work ceases on pay day. Provided that, in the case of weekly hands, two days' wages may be kept in hand.

Temporary employees shall be paid at the time of their services being dispensed with, and at the place where the work has been performed.

(13) FARES.—Transport from store to store in the employers' time shall be arranged by the employers at their own expense, or the actual expense incurred, shall be paid by the employers.

(14) FOOTWEAR.—Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

(15) TEMPORARY WORK IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.—Temporary employees, i.e., persons engaged in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 2s. 7d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

(16) TIMES OF BEGINNING AND ENDING WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS—

(a) Bond or Free Stores or Establishments engaged in the general bulk storage business—	Times of beginning.	Times of ending.
	Not earlier than—	Not later than—
On Monday to Friday inclusive	7.30 a.m.	5.30 p.m.
On Saturday	7.30 a.m.	12 noon.

(b) Any other place except Bread-making Establishments—		
On the ordinary working days of the week ..	7 a.m.	6 p.m.
On Saturday, or the day on which the weekly half-holiday is observed	7 a.m.	12 noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

(17) HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.—The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced) ..	10 hours.

(18) OVERTIME.—The following rates shall be paid for all work done—

(a) by persons employed in Bread-making Establishments—	
In excess of the number of hours fixed in clause (17), or	Time and a half.
In excess of 44 hours in any week	Time and a half.
(b) by persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business—	
Outside the times of beginning and ending work as fixed in clause (16) (a) ..	Time and a half for first three hours and double time thereafter.
Within the times of beginning and ending work, in excess of 44 hours in any week ..	Time and a half.

Provided that after 12 noon on Saturdays temporary employees shall be paid double rates, and after 12.30 p.m. on Saturdays weekly employees shall be paid double rates.

(c) by all other persons—	
Between midnight and 7 a.m.	4s. per hour except for those employed in wholesale fruit stores to whom the rate of time and a half, shall be paid.

At any other time outside the times of beginning and ending work as fixed in clause (16) (b) .. } Time and a half.
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week }

(19) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS—

(a) Bond or Free Stores or Establishments engaged in the General Bulk Storage Business—

(i) 6s. per hour shall be paid for all work done on Sunday, Christmas Day, or Good Friday, and (ii) for all work done on all other statutory or gazetted public holidays observed by the Customs Authority, weekly employees shall be paid at the rate of double time in addition to their weekly wage and temporary employees shall be paid at the rate of double time.

(b) Any Other Place—

Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the Anzac Day Act 1928), King's Birthday, Christmas Day, or Boxing Day; provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the areas to which the Determination of the Laundry Workers' Board applies; 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 days so substituted,

(20) TIME RATE.—(a) Any person (other than those in potato or onion stores, bond or free stores or establishments engaged in the general bulk storage business, on wharfs, or in wharf sheds, customs railways sheds or fumigating sheds) 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 one-half the maximum number of hours fixed in this Determination be paid—

(i) in any week in which two or more Public Holidays occur	At the ordinary wages rate with an addition of fifty per centum.
(ii) 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 one-half aforesaid shall be paid the ordinary wages rate up to, but not exceeding ordinary wages rates for an ordinary week's work.

(b) Persons employed in potato or onion stores, on wharfs, or in wharf sheds, customs railway sheds or fumigating sheds, who work less than the number of hours fixed for an ordinary week's work shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(21) **TERMINATION OF EMPLOYMENT.**—Seven days' notice of termination of employment shall be given by either employer or worker.

(22) **PIECE-WORK.**—The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3877), that any employer may fix and pay piece-work prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that 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 the wages rate fixed by the Board for such work.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO—

(A) Persons employed in Egg Packing Establishments.

(23) **MELBOURNE CUP DAY HOLIDAY.**—Employees shall be either permitted to be absent from duty without deduction of pay from 12 noon on Melbourne Cup Day, or paid at the rate of double time for all work done after 12 noon on that day.

(24) **RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.**—The maximum weight to be lifted by any female over 18 years of age shall be thirty pounds.

(25) **REST PERIODS.**—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

(26) **MEAL MONEY &c.**—(a) Persons required to work on Sunday shall be given not less than two hours work, or pay equivalent thereto, and in addition shall be paid—

(i) 2s. 6d. for dinner money if work continues after 12 noon, and

(ii) 2s. 6d. for tea money if work continues after 6 p.m.

(b) Females required to work overtime on any day other than Sunday shall receive 1s. tea money on each occasion of working overtime.

(B) Persons employed in Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.

(27) **MEAL HOURS.**—Meal hours shall be as follows :—

Dinner : One hour between 12 noon and 2 p.m.

Tea : 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

(28) **MEAL HOUR RATES.**—All meal hours if worked shall, except as otherwise provided, be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that should work not continue after 6 p.m. meal hour rates shall not apply.

(29) **MEAL ALLOWANCE.**—Employees called upon to work overtime after 6 p.m. on Monday to Friday or 1 p.m. on Saturday shall receive a meal allowance of 2s.

(30) **HOLIDAYS.**—Weekly employees shall be entitled to all statutory or gazetted public holidays observed by the Customs Authority without any deduction from the weekly pay.

(31) **CARRYING HEAVY GOODS.**—Temporary employees when receiving and carrying continuously for one hour or more bagged stuff, case goods, or other packages exceeding 130 lb. in weight shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both temporary employees and weekly employees shall be paid 9½d. per hour above the ordinary rates.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 16th August, 1938.