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Factories and Shops Acts.

DETERMINATION OF THE CLOTHING 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.

I, 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 9th March, 1938, by the Clothing Board, and published in the *Government Gazette* on the 7th April, 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 June, 1939, to any person for wholly or partly preparing or manufacturing either inside or outside a factory or workroom, the following articles of Men's and Boys' Clothing or Wearing Apparel, namely, Coats (including Overcoats and Cloaks of every description), Vests, Trousers, Jackets, and Knickerbockers, except india-rubber waterproof garments, has made the following Determination, namely:—

(1)

APPRENTICES OR IMPROVERS.

(a) WAGES.

Males.

Tailors.		Employed at Order Tailoring (other than Tailors).				Employed at Ready-made Clothing.					
Experience.		Weekly Wages.		Experience.		Weekly Wages.		Experience.		Weekly Wages.	
		<i>s. d.</i>				<i>s. d.</i>				<i>s. d.</i>	
1st 6 months	.. ..	9	6	1st 6 months	.. ..	12	6	1st 6 months	.. ..	12	6
2nd "	.. ..	12	6	2nd "	.. ..	15	6	2nd "	.. ..	15	6
3rd "	.. ..	16	0	3rd "	.. ..	19	6	3rd "	.. ..	19	6
4th "	.. ..	19	6	4th "	.. ..	22	6	4th "	.. ..	22	6
5th "	.. ..	26	0	5th "	.. ..	26	0	5th "	.. ..	26	0
6th "	.. ..	32	0	6th "	.. ..	32	0	6th "	.. ..	32	0
7th "	.. ..	38	0	7th "	.. ..	41	0	7th "	.. ..	41	0
8th "	.. ..	44	6	8th "	.. ..	51	0	8th "	.. ..	51	0
9th "	.. ..	51	0	9th "	.. ..	57	0	9th "	.. ..	57	0
10th "	.. ..	57	0	10th "	.. ..	64	6	10th "	.. ..	64	6

And thereafter the minimum wage or piece-work price.

Females.

Employed at Order Tailoring.						Employed at Ready-made Clothing.					
Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.				Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.			
		Employed as Coat Hands or Coat Machinists.		Other than Coat Hands or Coat Machinists.				Employed as Coat Hands or Coat Machinists.		Other than Coat Hands or Coat Machinists.	
Experience.	Weekly Wages.	Experience.	Weekly Wages.	Experience.	Weekly Wages.	Experience.	Weekly Wages.	Experience.	Weekly Wages.	Experience.	Weekly Wages.
		<i>s. d.</i>				<i>s. d.</i>				<i>s. d.</i>	
1st 6 months	.. 24 0	1st 6 months	9 0	1st 6 months	9 0	1st 6 months	24 0	1st 6 months	9 0	1st 6 months	9 0
2nd "	.. 30 0	2nd "	12 0	2nd "	12 0	2nd "	30 0	2nd "	12 0	2nd "	12 0
3rd "	.. 36 0	3rd "	15 0	3rd "	15 0	3rd "	36 0	3rd "	15 0	3rd "	15 0
4th "	.. 41 6	4th "	18 6	4th "	18 6	4th "	41 6	4th "	18 6	4th "	18 6
		5th "	24 0	5th "	24 0			5th "	24 0	5th "	24 0
		6th "	30 0	6th "	30 0			6th "	30 0	6th "	30 0
		7th "	36 0					7th "	36 0		
		8th "	41 6					8th "	41 6		

And thereafter the minimum wage or piece-work price.

NOTE.—The above rates INCLUDE the additional amounts proscribed by clause (14) herein.

(b) PROPORTION (in any Factory or place).

(a) Males.

Apprentices.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice to every journeyman tailor employed	One apprentice to every three or fraction of three journeymen employed	One apprentice to every three or fraction of three journeymen employed

Improvers.

One improver to every 50 journeymen employed in any one section.

(b) Females.

One apprentice or improver to every journeywoman employed.

For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section. Notwithstanding anything contained in this sub-clause, for the purpose of fixing the proportion of apprentices or improvers the following classes of employees shall be grouped as indicated hereunder, viz. :—

- 1. Journeymen seam or under pressers } to be taken together.
- Journeyman pressers-off }
- 2. Order trousers table hands } to be taken together.
- Order trousers machinists }
- 3. Stock trousers table hands } to be taken together.
- Stock trousers machinists }
- 4. Order vest table hands } to be taken together.
- Order vest machinists }
- 5. Stock vest table hands } to be taken together.
- Stock vest machinists }

All apprentices shall be indentured in accordance with the proscribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates proscribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served: provided if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who, on 3rd February, 1933, was employed in the industry, and whose engagement or continued employment as an improver, is by this Determination forbidden, shall be entitled to, be employed, and shall be paid the scale of wages proscribed for an apprentice or improver of like experience.

Any male employed in any group of the industry, or female employed at order tailoring as an improver who, on 3rd February, 1933, was under the age of eighteen years shall, within three months from such date become indentured to the section in which he or she is employed at the date upon which this Determination becomes operative. All time served at the industry by such person before entering into the said indentures shall be deemed part of the period of apprenticeship.

(2) OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS).

(a) ORDER TAILORING. (Including making or altering all descriptions of male outer garments to an individual measure.)

	Weekly Wages.	
	Males.	Females.
Cutters, namely, persons employed marking-in or cutting out garments	£ s. d.	£ s. d.
Heads of tables, namely, persons in charge of four or more persons employed as table hands	5 10 0	5 10 0
Trimmers, namely, persons employed marking or cutting out linings or trimmings	5 2 6	2 18 3
Fitters-up, namely, persons employed fitting up garments	5 0 0	5 0 0
Tailors, namely, males employed making or altering any part of a garment	5 0 0	5 0 0
Machinists, namely, males employed machining any part of a garment	5 0 0	.. .. .
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making	5 0 0	5 0 0
Under-pressers of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making	4 5 0	4 5 0
All other under-pressers, namely, persons employed under-pressing on all garments other than coats	4 3 6	4 3 6
Seam pressers, namely, persons employed pressing seams on all garments	4 3 6	4 3 6
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	4 5 0	.. .. .
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	.. .. .	5 0 0
Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	.. .. .	2 15 9
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	.. .. .	2 10 3
Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests .. .. .	.. .. .	2 10 3
Hand sewers of buttons .. .. .	.. .. .	2 5 3
Persons not otherwise provided for	4 2 0	2 5 3

(b) READY-MADE CLOTHING.

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments ..	5 3 0	5 3 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands ..	5 2 6	2 15 9
Trimmers, namely, persons employed marking or cutting out linings or trimmings ..	5 0 0	5 0 0
Fitters-up, namely, persons employed fitting-up garments! ..	5 0 0	5 0 0
Tailors, namely, males employed making or altering any part of a garment ..	5 0 0	..
Machinists, namely, males employed machining any part of a garment ..	5 0 0	..
Pressers-off, namely, persons employed pressing-off any part of a garment other than seam or under-pressing of the garment which the worker is making ..	5 0 0	5 0 0
Under-pressers of coats of all descriptions, namely, persons employed under-pressing coats other than coats which the worker is making ..	4 5 0	4 5 0
All other under-pressers, namely, persons employed under-pressing on all garments (except coats) other than garments which the worker is making ..	4 3 6	4 3 6
Seam pressers, namely, persons employed pressing seams on all garments, other than garments which the worker is making ..	4 3 6	4 3 6
Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments ..	4 3 6	2 6 3
Females employed making, or machining, or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions ..	..	5 0 0
Females employed putting in sleeves, stitching on pockets, or stitching edges inside or outside of all kinds of overcoats for adults (i.e., men's sizes 3 to 7 inclusive) made of material exceeding in weight 20 oz. to the lineal yard ..	..	5 0 0
Coat table hands or coat machinists, namely, females employed making or machining, or altering any part of coats of all descriptions ..	..	2 13 3
Trousers machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear ..	..	2 8 3
Vest machinists, namely, females employed machining or altering any part of all descriptions of vests ..	..	2 8 3
Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear ..	..	2 7 3
Vest table hands, namely, females employed making or altering any part of all descriptions of vests ..	..	2 7 3
Hand sewers of buttons, or thread cutters, or ticket sewers ..	..	2 5 3
Persons not otherwise provided for ..	4 2 0	2 5 3

NOTE.—The above rates INCLUDE the additional amounts prescribed by clause (14) herein.

(3) DEFINITIONS, AND CLASSIFICATIONS OF EMPLOYEES.

A journeyman is a male person, other than an apprentice or improver { (i) Who has served the term of experience prescribed by this Determination; or
(ii) Who has attained the age of twenty-one years; or
(iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged whether on weekly wages or piecework.

A journeywoman is a female person other than an apprentice or improver

Order work shall include any of the following classes of work:—

- (a) Bespoke work.
- (b) Garments cut to an individual measure.
- (c) Garments that are fitted on.
- (d) Garments cut to chart measure.

After 3rd February, 1933, no person shall be employed in the industry, except as provided in the following classifications, viz. —

- (a) Journeyman.
- (b) Journeywoman.
- (c) Apprentice.
- (d) Male person who has attained the age of 18 years, but is under 21 years of age, employed as an improver at the date upon which this Determination comes into force.
- (e) Female person, employed at order tailoring, who has attained the age of 18 years, but is under 21 years of age, employed as an improver at the date upon which this Determination comes into force.
- (f) Female improver employed at ready made clothing.
- (g) Female improver who has attained the age of 18 years, but is without previous experience at the trade.

(4) HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed.

(5) OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

- (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

- (2) Pieceworkers shall be paid (in addition to the ordinary piecework prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked. In those factories or workshops where a five-day week is worked, for all work done on Saturdays, pieceworkers shall be paid (in addition to the ordinary piecework prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(6)

MIDDAY MEAL.

- (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.
 (b) No work shall be performed during such meal time.

(7)

TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter, provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed :—

- (a) Until after the termination of six months from the coming into operation of this Determination, the minimum task in operation in any workshop or factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.
- (b) The task rate in respect of all garments, or parts of garments, or other articles or parts of articles, shall be determined in the manner following :—
- (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
- (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

(8)

HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, 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.

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

(c) If any of the above holidays occurs on a Sunday or Saturday and is 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.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding 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.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piecework prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

(9)

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or pieceworker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions :—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer, on any day during any week, shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision, the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeymen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but, when such breakdown or stoppage occurs, the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days in which he or she is out of employment by reason of such breakdown or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—(i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, 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.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, 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.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, 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 employment.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed, the employee, to be entitled to the sums so fixed, must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(10) TEMPORARY WORK.

Any presser-off employed in any week as a temporary employee for less than thirty hours (exclusive of overtime), shall be paid as follows:—

- (a) If on weekly wages—the ordinary time rate plus 33½ per cent.
- (b) If on piecework—the ordinary piecework price plus 33½ per cent.

(11) OUTSIDE WORKERS.

(a) No person who is or is deemed to be the occupier of a factory within the meaning of section twenty-three of the *Factories and Shops Act 1928* (No. 3677) shall issue or give out or authorize or permit to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured outside a factory as articles of clothing or wearing apparel for trade or sale, except to a person who has been licensed with the Chief Inspector of Factories as an outside worker. Provided that so such outside worker shall employ any other person or persons whatsoever in wholly or partly preparing or manufacturing such articles of clothing or wearing apparel save and except members of such worker's own family.

(b) Every such outside worker shall be paid the piecework prices prescribed by this Determination.

(c) Every outside worker shall be provided, free of charge, with cotton, silk, thread, and all other sewings and trimmings used in the manufacture of garments.

(d) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(e) Every employer who has work done elsewhere than in his factory or workshop shall keep a record book, which shall contain a correct account written in ink as follows:—

- (i) The name and full address of the outside worker.
- (ii) The number of articles and description of work given out.
- (iii) The price paid for such work.
- (iv) The record book shall be signed each week by each outside worker, verifying the accuracy of the amount of wages received.

(f) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(12) MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

- (a) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
- (b) shall be kept correctly entered up in ink; and
- (c) shall record clearly the actual date of each day, of each week, and also the date of the day on which the work ends.

(2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Piece-work.*—No person shall be employed on piecework unless a piecework price is prescribed by this Determination, but when the employer imposes a task rate upon the employees for the weekly wage, the task conditions set out herein shall govern the fixation of the task.

(d) *Waiting for Work—Pieceworkers.*—Pieceworkers who, with the consent or at the request of the employer, wait for work on or about the factory or workshop of the employer for a period in any one day exceeding half an hour, shall be paid for such waiting time a sum calculated on the basis of the minimum weekly wage in their respective classes.

(e) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(f) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer shall be allowed in the third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(g) *Authorized Person may Enter Factory.*—(i) Any person or persons duly authorized in writing by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory workshop or place where it is believed that a breach of this Determination is occurring or has occurred.

(ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

(iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(h) *Union Official Visiting Employer's Establishment.*—(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal-time for the purpose of—

(i) collecting members' contributions;

(ii) posting union notices and interviewing employees on union matters relating to this industry and/or this Determination.

(2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(3) For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

(13) PIECE-WORK PRICES.

The minimum prices to be paid for the classes of work hereinafter referred to when performed on piece-work by employees, and the conditions which shall govern and apply to all such piece-work performed by employees, shall be the prices and the conditions prescribed for the classes of work hereinafter set out, with the following exceptions:—

(i) Each piece-work price prescribed for order tailoring shall be decreased by the deduction of 7 per centum of such price.

(ii) Each piece-work price prescribed for ready-made clothing shall be decreased by the deduction of 7 per centum of such price.

ORDER TAILORING.

Sac Coat.

Preamble.—Two pockets, with or without flaps, two inside jetted pockets, ticket pocket, in or outside, without flaps; fitting up; cuts in waist or elsewhere (one pair only); all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts; also lapels and collar; haircloth through shoulders padded by hand, not exceeding 10 inches in length; three plies of wadding on shoulder point; wadding in wings; one puff in each seye; all linings felled; inside collar sewn on by hand; with or without back seam; one row of stitching by machine on edge; vent at cuff; with buttons; sewing on label and hanger; hand-made buttonholes, buttons sewn on by hand.

	Males. s. d.	Females. s. d.
Standard starting price—by machine	35 1	21 2
When a worker does his or her own machining, add to the above price	1 11	1 4
When any of the undermentioned parts are done by hand on a machine coat, such part or parts shall be charged as an extra.		
One pair of cuts	0 6	0 4
Seaming on facings	1 11	1 4
Seaming side seams	1 0	0 8
Shoulder seams	1 0	0 8
Seaming sleeves in	1 0	0 8
Seaming back seam	1 0	0 8
Two outside pockets	1 11	1 4
Stitching edges, one row	3 10	2 8
Making sleeves and sleeve linings	2 10	2 0
Inside breast pocket	1 0	0 8
In or outside ticket pocket	1 0	0 8
Covering collar	0 6	0 4
Exclusive of stitching flaps or welts, when pockets are seamed in partly by hand and partly by machine, two-thirds of hand price to be added.		

EXTRAS.

Sac coat (not provided for in the preamble).
Unless machine is specially mentioned, such extras are by hand.
If any extra is done by machine, charge half hand price.

OVER SIZES—HAND OR MACHINE.

Double-breasted coat	3 10	2 8
If 48 inches or over from hole to button when finished (chest measurement)	3 10	2 8
If double-breasted lapel collar or single-breasted coat	1 11	1 4

POCKETS.

Flap pocket, mouth raised and stitched and stitched in facing	1 0	0 8
Flap or welts on, in, or outside patch pockets, each	1 0	0 8
Flaps not provided for, each	1 0	0 8
Outside breast pocket	2 10	2 0
Inside breast pocket	1 11	1 4
Ticket pocket, in or out, without flap	1 11	1 4
Each hole and button on pocket flap	0 6	0 4
Patch pocket, plain, without flap or welt, lined, unlined, each	2 10	2 0
Inside skirt pocket, welt or jetted, not exceeding 10 inches in width, each	1 11	1 4

See previous note (13) (i) and (ii) re reduction of above prices.

	Males.		Females.	
	s.	d.	s.	d.
SLEEVES.				
Vent at hand, with stitching around	1	5	1	0
Cuffs formed without stitching around	1	0	0	8
Cuffs formed with stitching around	1	11	1	4
Each hole and button in sleeve hand	0	6	0	4
False cuffs	1	0	0	8
False cuffs, if filled up	1	11	1	4
Gauntlet or bishop cuffs	3	10	2	8
Half-gauntlet cuffs	2	5	1	8
Wristlet or elastic cuffs	3	10	2	8
Plain row or gold or silver tracing braid around cuffs, each	1	0	0	8
Curls of lace, if crimped by workmen, each	1	11	1	4
Gold or silver lace around cuff, each row	1	11	1	4
Canvas through cuffs	1	0	0	8

VENTS.				
Back vent, not exceeding 10 inches in length	1	11	1	4
Back vent, over 10 inches up to 13 inches	2	10	2	0
Back vent, over 13 inches	3	10	2	8
Vent, with morning coat tack, extra	0	6	0	4
Back seam, single taped	1	0	0	8
Back seam, double taped	1	11	1	4
Back seam, felled or stitched inside in any manner	1	0	0	8
Side vents, each	1	0	0	8

STITCHING EDGES AND SEAMS.				
Binding edges	4	9	3	4
Flat braiding on sac coats, same as morning coats	3	10	2	8
Second row of stitching on edges, sac coat	3	10	2	8
Second row of stitching on all coats	Nil.		Nil.	
Second row of stitching on all coats, if machined for the maker	0	6	0	4
Second row of stitching on all coats, if machined by the maker	1	11	1	4
Second row of stitching on bottom of all coats	Nil.		Nil.	
Second row of stitching on bottom of all coats, if machined for the maker	0	6	0	4
Second row of stitching on bottom of all coats, if machined by the maker	5	7	4	0
Single-stitched and raised seams on sac coat	9	3	6	8
Double-stitched raised seams on sac coat	2	10	2	0
Single-stitched raised seams by machine	4	3	3	0
Double-stitched raised seams, machined by maker	0	4	0	3
Strapped seams, for every 3 inches or part thereof	1	11	1	4
Binding edge, one side by hand, one side by machine	5	7	4	0
Edges of sac coat pricked by hand	3	10	2	8
Felled edges	3	10	2	8

<i>Unlined Sac Coats.</i>				
If unlined and hand finished inside, i.e., back of facing, bottom of coat, side seams and back seams felled, tacks covered by hand	1	11	1	4
If unlined, and binding finished inside, i.e., bottom of coat, back of facing, and seams bound	3	10	2	8
If lining at bottom of coat is not felled, but stitched and left open	0	6	0	4

WADDING AND PADDING.				
Double canvas through shoulders in all coats by hand	1	0	0	8
Double canvas through shoulders, sewn together by hand, and breast formed	1	11	1	4
Double canvas through shoulders, sewn together by machine, and breast formed	1	0	0	8
Shoulder or back pad, not exceeding six plies	1	0	0	8
Built shoulders, cloth, canvas, &c.	1	11	1	4
Yankee or formed shoulders, with puffs	4	9	3	4
Each extra pair of puffs in facing after first pair	0	6	0	4
Wings, by hand, per pair	1	0	0	8
Flannel seamed in with lining, by hand	1	0	0	8
Interlining body and back with flannel	1	0	0	8

HAIRCLOTH THROUGH SHOULDERS.				
If 4 inches below level of seye, with padding	1	0	0	8
If continued to waist with padding	1	11	1	4
If continued to full length of coat	3	10	2	8

BUTTON-HOLES AND BUTTONS.				
22 line or over or vest holes, per dozen	—		1	11
30 line or over or coat holes, per dozen	—		2	8
36 line or over or coat holes, per dozen	—		3	3
45 line or over or coat holes, per dozen	—		3	8
Covered buttons, per dozen	—		1	5
Eyelet holes, per dozen	—		1	0
Sewing on buttons, per dozen	—		0	8

SILK FACINGS.				
Full size, with material or domette underneath	5	7	5	7
Full size, without material or domette underneath	2	10	2	10
Small silk facing on turn, not exceeding 12 inches in length	1	11	1	11

BASTES.				
Skeleton baste—	1	11	1	4
With single-basted seams and one sleeve	2	5	1	8
Single-basted seams, one sleeve and collar	2	10	2	0
Single-basted seams, two sleeves and collar	2	10	2	0
With lapped seams, and one sleeve	3	5	2	4
With lapped seams, one sleeve and collar	3	10	2	8
With lapped seams, two sleeves and collar	5	7	4	0
Full baste, including wadding, padding, facings, seams pressed open	1	11	1	4
Forward try-on, including basting in two sleeves and collar when foreparts are made up	1	11	1	4

See previous note (13) (i) and (ii) re reduction of above prices.

	Males. s. d.	Females. s. d.
<i>Dress Lounge.</i>		
Preamble—To start with three pockets, the remainder to be the same as the preamble for sac coats.		
Standard starting price—By machine	33 8	33 8
For silk facings and other extras, see sac coat.		
<i>Norfolk Jacket.</i>		
Preamble—Same as fixed for sac coats.		
Standard starting price—By machine	35 1	21 2
Hand work, see sac coat.		
EXTRAS.		
Plaits, seamed and pressed over, single stitched, each	1 11	1 4
Plaits, seamed and pressed over, double stitched, each	2 10	2 0
Belt, single stitched	3 10	2 8
Belt, double stitched	5 7	4 0
Cartridge pockets, all round belt	2 10	2 0
Sleeves plaited or gathered into band at wrist, with two holes and buttons	3 10	2 8
If yoked back and front	3 10	2 8
If yoked at front only	1 11	1 4
If yoked at back only	1 11	1 4
If scalloped yokes at back and front	4 8	3 4
If scalloped yokes at back only	2 10	2 0
If scalloped yoke at front only	2 10	2 0
Basting plaits or belt in skeleton baste, each	0 6	0 4
Belt across back	1 11	1 4
For other extras, see sac coat.		
<i>Special Jackets.</i>		
Smoking, cricket, and boating jackets made of flannel, serge, Italian cloth, alpaca, russel cord, drill, silk, cotton, linen, duck, crash (white or coloured), or similar material—		
Preamble—Single-breasted, with five holes and buttons, two patch pockets, stitched edges, plain cuff, felled seams.		
Standard starting price—By machine	28 6	18 6
Corded edges	3 10	2 8
For other extras and hand work, see sac coat.		
<i>Chesterfield or Single-breasted Overcoat.</i>		
Preamble—Length not exceeding 45 inches; fitting up; three jetted pockets inside; two flap pockets outside; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapels and collar; haircloth through shoulders, not exceeding 10 inches in length; padded by hand; three plies of wadding on shoulder point; one puff in each seye; all linings felled; under-arm seams; collar sewn on by hand; holes and buttons by hand; label and hanger.		
Standard starting price—By machine	40 9	25 6
When a worker does his or her own machining add to the above price	2 10	2 0
When any of the undermentioned parts are done by hand, on a machine-made coat, such part or parts shall be charged as an extra.		
One pair of cuts	0 6	0 3
Seaming on facings	2 10	2 0
Seaming side seams	1 11	1 4
Seaming shoulder seams	1 0	0 8
Seaming sleeves in	1 5	1 0
Seaming back seam	1 5	1 0
Two outside pockets	1 11	1 4
Stitching edges, one row	4 9	3 4
Making sleeves and sleeve linings	2 10	2 0
Inside breast pocket	1 0	0 8
In or outside ticket pocket	1 0	0 8
Seaming on outside collar	0 6	0 4
EXTRAS.		
Extras, chesterfields (if not provided for in the preamble).		
Unless machine is specially mentioned, the following extras are by hand.		
If any extras are done by machine, charge half hand price.		
OVER SIZES.		
If 52 inches or over from hole to button when finished (chest measurement)	3 10	2 8
Each additional 3 inches or part thereof, over 45 inches in length	1 0	0 8
Raised seams, whole coat, by hand	8 5	6 0
Raised seams, whole coat, by machine	3 10	2 8
Edges, when pricked by hand	9 5	6 8
Edges, each extra row of stitching by hand	4 9	3 4
Felled edges	5 7	4 0
BASTES.		
Skeleton baste—		
With single-basted seams and one sleeve	2 10	2 0
With single-basted seams, one sleeve and collar	3 4	2 4
With single-basted seams, two sleeves and collar	3 10	2 8
With lapped seams and one sleeve	3 10	2 8
With lapped seams, one sleeve and collar	4 3	3 0
With lapped seams, two sleeves and collar	4 9	3 4
TABS AND BELTS.		
Tab, with hole and button, by hand	1 11	1 4
Tab, with hole and button, by machine	1 0	1 0
Belt, one hole, two buttons, by hand	4 9	3 4
Belt, one hole, two buttons, by machine	2 10	2 0
Collar tab (swivel or otherwise), two holes and buttons, by hand	2 5	1 8
Collar tab (swivel or otherwise), two holes and buttons, by machine	1 5	1 0

See previous note (13) (i) and (ii) re reduction of above prices.

	Males. s. d.	Females. s. d.
LOOPS.		
By hand, each	1 0	0 8
By machine, each	0 4½	0 3
FLYS AND VENTS.		
Fly in front of coat, by hand	3 10	2 8
Fly in front of coat, by machine	1 11	1 4
Fly in back of coat, by hand	3 10	2 8
Fly in back of coat, by machine	1 11	1 4
Fly in front of cape	1 11	1 4
VENTS.		
Vents at side, under 6 inches, long, faced, or unfaced, each	1 0	0 8
Back vent, not exceeding 10 inches in length	1 11	1 4
Back vent, over 10 inches in length, up to 13 inches	2 10	2 0
Back vent, over 13 inches	3 10	2 8
Vent, with morning coat tack	0 6	0 4
Back seam, single taped	1 5	1 0
Back seam, double taped	2 5	1 8
Back seam, felled or stitched inside in any manner	1 5	1 0
SILK FACINGS.		
Full size, with material or domette underneath	7 6	5 4
Without material or domette underneath	3 10	2 8
Small silk facing on turn, not exceeding 12 inches	1 11	1 4
SEAMS.		
Strapped seams by machine	7 6	5 4
For other extras to seams, see extras on sac coat.		
For all other extras, see extras on other garments.		

Frock and Dress Coats.

Preamble.—Double-breasted; two plain pockets, and one inside breast pocket jettied; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapel, and collar; haircloth through shoulders, padded by hand; three plies of wadding on shoulder; six rows of stitching in side body; collar sewn on by hand; one puff in each seye; all linings felled; holes and buttons; label and hanger.

Standard starting price—by machine	52 8	—
Dress coat with silk roll collar, to count as plain coat.		
When a worker does his or her own machining, add to the above price	2 10	—
When any one of the undermentioned parts is done by hand on a machine-made coat, such part or parts to be charged as an extra.		
One pair cuts	0 6	—
Under-arm seams	0 6	—
Waist seams	1 0	—
Lapel seams	1 0	—
Side seams	1 0	—
Shoulder seams	1 11	—
Plait pockets (two)	1 0	—
One inside breast pocket	3 10	—
Stitching edges	2 10	—
Making sleeves and sleeve linings	0 6	—
Seaming on outside collar	1 0	—
Joining coats	1 0	—
Seaming sleeves	1 0	—

EXTRAS.

Extras, frock and dress coats (if not provided for in the preamble).
If machine is not specially mentioned, all extras are by hand.
If any extra is by machine, charge half hand price.

Binding edges	5 7	—
Edges turned and felled or stoated	3 10	—
Braid laid flat on one side	5 7	—
Braid laid flat, double to waist	7 6	—
Braid laid flat, continued to full length	11 3	—
Braid laid flat, if back-stitched, extra	3 10	—
Gallion or binding, felled one side, and back-stitched the other	7 6	—
Cord on edge	5 7	—
Quilted back lining, in ½ inch, half way down	3 10	—
Quilted sides in ½ inch, half way down	3 10	—
Quilted sides in ¼ inch, half way down	7 6	—
Quilted back linings in ¼ inch, half way down	7 6	—
Plain side edges, with three buttons	1 11	—
Plain side edges, with one button	1 0	—
Flaps in waist	2 10	—
Flannel seamed in with sleeve lining	1 0	—
Back and body interlined with flannel	1 11	—
Plaits, felled down from outside, per pair	1 0	—
Pockets across skirts, welt or jettied, each	1 11	—
Pocket across skirt, plain, under flap, per pair	1 11	—
Silk facings on front of breast, without domette	3 10	—
Silk facings on breast, with domette or other material underneath	4 9	—
Full silk facing, without domette or other material underneath	4 3	—
Full silk facing, with domette or other material underneath	5 7	—

See previous note (13) (i) and (ii) re reduction of above prices.

	Males.		Females.	
	s.	d.	s.	d.
BASTES.				
Skeleton baste—				
Single-basted seams and one sleeve	2	10	..	—
With single-basted seams, one sleeve and collar	3	8	..	—
With single-basted seams, two sleeves and collar	3	10	..	—
With lapped seams and one sleeve	3	10	..	—
With lapped seams, one sleeve and collar	4	3	..	—
With lapped seams, two sleeves and collar	4	9	..	—
Full baste, including wadding, padding, facings, and seams pressed open	7	6	..	—
Forward try-on	2	10	..	—
For other extras, see sac coat.				

Frock Overcoat.

By machine	52	8	..	—
Preamble—Frock overcoats to start same price as frock or dress coats, with all extras and additions for hand work to be the same.				

Morning Coat.

Preamble—Two plait pockets and outside breast pocket jetted; all edges, pockets, and buttons to be stayed, pocket tacks by hand, canvas through fore-parts, lapel and collar, and haircloth through shoulders not exceeding 10 inches in length, padded by hand, three plies of wadding on shoulders, six rows of stitching inside body, collar sewn on by hand; one puff in each eye, all linings felled, holes and buttons by hand, label and hanger.

Standard starting price, by machine	41	0	..	—
When a worker does his or her own machining, add to the above price	2	10	..	—
For all hand work, see frock and dress coats.				

EXTRAS.

Extras, morning coat (if not provided for in the preamble).
All extras are by hand, if machine is not specially mentioned.
If any extra is done by machine, charge half hand price.
For all extras on morning coat, see sac, frock, or dress coats.

BASTES.

With single-basted seams and one sleeve	2	10	..	—
With single-basted seams, one sleeve and collar	3	4	..	—
Single-basted seams, two sleeves and collar	3	10	..	—
With lapped seams and one sleeve	3	4	..	—
With lapped seams, one sleeve and collar	4	3	..	—
With lapped seams, two sleeves and collar	4	9	..	—
Forward try-on	1	11	..	—
Full baste to include wadding, padding, facings and seams pressed open	6	7	..	—

POCKETS, ETC.

On shooting coats—				
Hare pocket	2	10	..	—
Bag	3	10	..	—
Gun pieces	1	11	..	—

Inverness Cape.

Preamble—Two pockets, four holes in front and three in cape (unlined).

Standard starting price, by machine	35	1	..	19 10
When a worker does his or her own machining, add to the above price	1	11	..	1 4
For all hand work, see chesterfields.				

EXTRAS.

Extras, on inverness cape—

If 52 inches or over from hole to button when finished (chest measurement)	3	10	..	2 8
If garment be lined	5	7	..	4 0
Each additional 3 inches or part thereof over 45 inches in length	1	0	..	0 8

SEAMS.

Raised seams, whole coat, by hand	8	5	..	6 0
Raised seams, whole coat, by machine	4	3	..	3 0

EDGES.

Binding edge by hand	5	7	..	4 0
Binding edge, one side by hand, one side by machine	3	10	..	2 8
Corded edges, by hand	7	6	..	5 4
Edges, when pricked by hand	9	5	..	6 8
Edges, extra row of stitching by hand	4	9	..	3 4
Felled edges	5	7	..	4 0

BASTES.

Skeleton baste—

With single-basted seams, one sleeve	2	10	..	2 0
With single-basted seams, one sleeve and collar	3	4	..	2 4
With single-basted seams, two sleeves and collar	3	10	..	2 3
With lapped seams, and one sleeve	3	10	..	2 8
With lapped seams, one sleeve and collar	4	3	..	3 0
With lapped seams, two sleeves and collar	4	9	..	3 4
Tab, with hole and button, by hand	1	11	..	1 4
Tab, with hole and button, by machine	1	0	..	0 8
Belt, one hole, two buttons, by hand	4	9	..	3 4
Belt, one hole, two buttons, by machine	2	10	..	2 0
Collar, tab (swivel or otherwise), two holes, and buttons, by hand	2	5	..	1 8
Collar, tab (swivel or otherwise), two holes, and buttons, by machine	1	11	..	1 4
Loops, by hand, each	1	0	..	0 8
Loops, by machine, each	0	4	..	0 3

See previous note (13) (i) and (ii) re reduction of above prices.

	Males. s. d.	Females. s. d.
FLYS AND VENTS.		
Fly in front of coat, by hand	3 10	2 8
Fly in back of coat, by hand	3 10	2 8
Fly in front of coat, by machine	1 11	1 4
Fly in back of coat, by machine	1 11	1 4
Fly front in cape	1 11	1 4
Vents at side, under 6 inches long, faced or unfaced, each	1 0	0 8

Cassocks.

Standard starting price—By hand and by machine, as follows:—

Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by hand	42 1	26 5
Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by machine	31 11	20 0
Cassocks made from other material, less than above price	3 10	2 8
Long cassocks of silk or thin cloth, by hand	43 1	26 5
Long cassocks of silk or thin cloth, by machine	34 8	21 6
Long cassocks made from other material, less than above price	3 10	2 8

EXTRAS.

Extras on cassocks.		
Ten holes and buttons on long cassock	3 10	2 8
Belt, plaited	7 6	5 4
Belt, plaited, with cloth ends	8 5	6 0

Gowns.

	Males.		Females.	
	By Hand.	By Machine.	By Hand.	By Machine.
	s. d.	s. d.	s. d.	s. d.
Clergyman's gown, bishop's sleeves, silk	77 3	70 2	48 6	44 0
Clergyman's gown, bishop's sleeves, lustre or alpaca	70 2	63 2	44 0	39 8
Clergyman's gown, silk	73 8	66 8	46 3	41 10
Clergyman's gown, geneva, lustre, or alpaca	66 8	59 8	41 10	37 6
Barrister's gown, silk	73 8	66 8	46 3	41 10
Barrister's gown, alpaca or similar material	66 8	59 8	41 10	37 6
Student's or precentor's gown, silk	56 2	49 2	35 3	30 10
Student's or precentor's gown, other material	52 8	45 7	33 0	28 8

LIVERIES.

Coachman's Frock.

Preamble.—Single breasted, six holes and buttons, flaps across waist with pockets under, inside breast pocket or ticket pocket, raw or bluff edges, cuffs with two holes and buttons in slit, side edges in plait, wadding flesh basted in and lined throughout.
Standard starting price—By machine, males, 44s. 11d.
When a worker does his own machining, add to the above price, males, 2s. 10d.
For hand work and extras, see frock and dress coats.

Groom's Frock.

Preamble.—Single breasted, with six holes and buttons, pockets, in plaits, side edges, inside breast pocket or ticket pocket, raw or bluff edges, cuffs with two holes, and buttons in slit, wadding, flesh basted in, lined throughout.
Standard starting price—By machine, males, 44s. 11d.
When a worker does his own machining, add to the above price, males, 2s. 10d.
For hand work and extras, see frock and dress coats.

Footman's Coatee.

Preamble.—Double breasted with sewn on lapels, five holes and buttons on each side, plait pockets, side edges, and sword flaps with buttons, inside breast pocket, raw or bluff edges, cuts in gorge or front, cuff with slit with two holes and buttons, wadding flesh basted in, and lined throughout.
Standard starting price—By machine, males, 47s. 9d.
When a worker does his own machining, add to the above price, males, 2s. 10d.
For hand work and extras, see frock and dress coats.

Footman's Dress Coatee.

Preamble.—Single breasted with stand collar, six corded notched holes and buttons in front, pointed flaps with pockets under, side edges in plaits, inside breast pocket, raw or bluff edges, cuffs with slit and two holes and buttons, wadding flesh basted in, lined throughout.
Standard starting price—By machine, males, 47s. 9d.
When a worker does his own machining, add to the above price, males, 2s. 10d.
For hand work and extras, see frock and dress coats.

Coachman's Frock Greatcoat.

Preamble.—Double breasted with sewn on lapels, six holes and buttons on each side, flaps across waist with pockets underneath, inside breast pocket or ticket pocket, side edges, single stitched, raw or bluff edges, plain or round cuffs, lined throughout.
Standard starting price—By machine, males, 50s. 7d.
When a worker does his own machining, add to the above price, males, 2s. 10d.

EXTRAS.

Extras on servant's greatcoat.		
Edges, double stitched, raw, extra		5 7
Seams raised and single stitched		5 7
Seams raised and double stitched		11 3
Seams raised and stitched, if prepared by the maker only		3 10
Single cape, sewn in with collar		1 5
Single cape, with band and holes and buttons		2 10
Single cape, lined, extra		2 1
Each additional real or sham cape		2 10

See previous note (13) (i) and (ii) re reduction of above prices.

	Males.
	s. d.
EXTRAS ON LIVERY COATS.	
Edges stouted and stitched	2 10
Edges piped with cloth, without flaps	4 3
Edges piped with cloth, with flaps	5 7
Gold, silver, or worsted lace on plain collar	2 1
Gold, silver, or worsted lace on collar with snips	2 10
Gold, silver, or worsted lace on plain cuffs	1 5
Gold, silver, or worsted lace on slash cuffs	4 11
Gold, silver, or worsted lace on flaps	2 1
Gold, silver all round, pointed or plain flaps	2 10
Lace holes on collar, each	1 5
Diamond hips	2 10
Slash cuffs	4 11
Imitation slash cuffs	2 1
Corded notch holes	0 4½
Notched holes worked with twist, each	0 9
Epulettes, each	0 9
Shoulder knots, each	1 5
Pointed flaps, with buttons under, extra	0 9

BASTES.

For bastes, see frock and dress coats.
Any part done by hand, or extras to liveries, not specified, see frock, dress coats, and chesterfields.

Military Uniforms.

Military officer's khaki cloth jacket (Commonwealth pattern).
Preamble.—Two outside bellow pockets with flaps, hole and button; two out breast pockets with flaps and plaits, hole and button, ticket pockets in belt, shoulder straps, pointed cuffs with or without waist seam, belt with hooks and eyes, belt hooks, vent at band, one pair of cuffs, hanger and label.
Standard starting price, by machine—Males, 52s. 8d.; females, 33s.
For hand work, see sac coat.
Military officers' khaki drill jackets to be 3s. 5d. less than khaki cloth.
Eyelet holes, 3s. 4d. per dozen.

British Warm.

British warm (Commonwealth pattern).
Preamble.—Double breasted, two outside pockets with flaps, one outside breast pocket, one inside breast pocket, shoulder straps, buttonhole cuff (two holes), vent at back, cuts under arm, collar tab, hanger, and label.
Standard starting price, by machine—Males, 49s. 2d.; females, 30s. 11d.
For hand work, see chesterfields.

Aviators' Coats.

Aviators' coats (Commonwealth pattern).
Preamble.—Double breasted, two outside pockets with flaps, one inside breast pocket, fly front, lapels seamed on, shoulder straps, vent at back, strap cuffs, hole and button, stand and fall collar with hooks and eyes, hooks at waist, cuts under arm, hanger, and label.
Standard starting price, by machine—Males, 49s. 2d.; females, 30s. 11d.

Military Officer's Greatcoat.

Military officer's greatcoat (Commonwealth pattern).
Preamble.—Double breasted, two outside patch pockets, one pocket inside, belt at back with three holes and buttons, gauntlet cuffs, sword vents with holes, stand and fall collar with hooks and eyes, plaited back, and vent, forepart of back half lined, all seams raw and otherwise, shoulder straps detachable, collar tab, label and hanger.
Standard starting price, by machine—Males, 63s. 2d.; females, 39s. 8d.
For hand work, see chesterfields.

	Males.	Females.
	s. d.	s. d.
EXTRAS.		
Try-on	3 10	2 10
Snobs thumbs, each	1 0	0 8
Saddle cloth	1 11	1 4
Dummy fly	1 0	0 8
Gorget patches, sewn on	3 10	2 8
Gorget patches, detachable	5 7	4 0
Naval shoulder straps, per pair	7 6	5 4

DEDUCTIONS.

Deductions for undersized coats, youths' and boys'.		
Dress lounge, Norfolk jacket, special jackets, and sac coats.		
Youths—if 38 inches or less from hole to button when finished (chest measurement)	3 10	2 8
Boys—if 34 inches or less from hole to button when finished (chest measurement)	7 6	5 4
Chesterfield or single-breasted overcoat and inverniss.		
Youths—42 inches or less from hole to button when finished (chest measurement)	3 10	2 8
Boys—38 inches or less from hole to button when finished (chest measurement)	7 6	5 4
Other deductions on coats (if same be comprised in the preamble).		
If without hair cloth or substitute for hair cloth	1 5	1 0
If preamble hair cloth be put on by machine	1 0	0 8
If fitting-up be done for the maker of the coat	1 0	0 8
Each inside breast pocket provided for by the preamble, but not in coat when finished	1 0	0 8
Each inside or outside ticket pocket provided for by the preamble, but not in coat when finished	1 0	0 8
If lapels be not padded by the maker of the coat	0 6	0 4
If inside collar be not padded by the maker of the coat	0 6	0 4
If buttonholes be not put in by the maker of the coat	1 0	0 8
If front edge buttons be not put on by the maker of the coat	0 4½	0 3
If label be not put on by the maker of the coat	0 3	0 1½
If no cuts or darts in coat	0 4½	0 3
If inside collar be put on by machine	0 6	0 4

See previous note (13) (i) and (ii) re reduction of above prices.

	Males.		Females.	
	s.	d.	s.	d.
ALTERATIONS AND REPAIRS.				
Coats—				
Collar—				
Off	3	2½	2	0
Part off	2	1	1	4
Off and shortened ..	4	3	2	8
Recovering collar ..	4	3	2	8
New collar	8	5	5	4
Shoulders out	2	1	1	4
Shoulders part out ..	1	1½	0	8
Side seams out in body coat ..	4	3	4	3
Side seams, if part out in body coat ..	3	2	3	2
Plaits out, including pockets ..	6	4	4	0
Plaits out, no pockets ..	5	4½	3	4
Across skirts	5	4½	3	4
Shortened or lengthened body coats ..	2	1	2	1
Lengthened sac coat	3	2	2	0
Lengthened sac coat and facing ..	5	4½	3	4
Shortened coats	2	1	1	4
New skirts	12	8	7	11
Lapels off	10	6	6	7
Lapels part off	6	4	4	0
New lapels	19	0	11	11
Hollowing back seam	1	1½	0	8
Altering back seam through tack ..	2	1	1	4
Stumping back of body coat	4	3	4	3
Back right out and through plaits of body coat ..	14	9	14	9

SLEEVES.				
Right out	5	4½	3	4
Right out (machine)	4	3	2	8
Part out	2	8	1	8
Let out or taken in at top when out ..	1	1½	0	8
Let out or taken in at cuff	2	1	1	4
Shortened or lengthened, plain	2	1	1	4
Lengthened with hand facings	3	2½	2	0
Shortened or lengthened with button cuff ..	4	3	2	8
Relining body of coat	4	3	2	8

ALTERING SIDE SEAMS.				
Of sac, right through	4	3	2	8
Part out	3	2½	2	0
Of sac, if taped	6	4	4	0
Of sac, if taped, part out	4	3	2	8
Of chesterfield, right through	5	4½	3	4
Altering back seam of sac coat only ..	2	1	1	4
Hollowing back seam of sac coat only ..	1	1½	0	8
Altering back seam of chesterfield	3	2½	2	0
Hollowing back seam of chesterfield ..	1	6½	1	0
Front edges off—				
Without holes	6	4	4	0
With holes	8	5	5	4
With fly	12	8	7	11
Back right out of sac coat	8	5	5	4
Back right out of chesterfield	9	6½	5	11

ALTERATIONS AND REPAIRS.				
<i>Trousers and Vests.</i>				
Vests—				
Let out or take in side seams	2	1	1	2
Top of back and shoulder seams out ..	1	1½	0	7
Vest shortened from top or bottom ..	1	5	0	10½
No collar vest, made one hole and button, lower ..	2	1	1	2
Roll, step collar, or stand collar vest, made into no collar vest ..	4	3	2	1
New back and back lining	2	10	1	9
New forepart lining, if back or shoulder not altered ..	2	1	1	2
Ripping and re-cleaning vest for re-making ..	2	1	1	2

<i>Trousers.</i>				
Side seams out from pockets through bottom ..	3	2½	1	9
Side seams out from top and bottom, with pockets ..	6	4	3	6
Leg seam out from fork through bottom ..	3	2½	1	9
Seat seam, crutch, and part of leg seam out ..	3	2½	1	9
Seat seam only	1	1½	0	7
Seat seam, with crutch lining off and put on again ..	2	1	1	2
Trousers shortened or lengthened	2	1	1	2
Trousers lengthened and faced	3	2½	1	9
Trousers, more dress taken out of leg seam and front ..	2	1	1	2
Reseating trousers	3	2½	1	9
Large seat lining to cover seatings	1	1½	0	7
Ripping and cleaning trousers for re-making ..	4	3	2	1
Lowering the waist	4	3	2	1
Raising the waist	5	3½	2	11½

See previous note (13) (i) and (ii) re reduction of above prices.

	Price— Men's. s. d.
PRESSING ORDER CLOTHING.	
Schedule of Prices—	
Frock and dress, including uniform frock and dress and livery	4 9
S.B. pagets or beauforts	2 4
D.B. pagets or beauforts and all oversizes	2 4
S.B. sac	1 9
D.B. sac, and all oversizes	1 9
Chesterfield	2 4
Usters and centennials	2 10
Covert coats	2 0½
Cassocks	3 5½
Capes	0 7½
S.B. unlined sacs	1 3
D.B. unlined sacs, and all oversizes	1 3
Silk chesters and sacs	1 3
Hollands, white coats, flannel, flannelette, and alpaca	1 3
Denim, dungaree, and canvas	0 9
Eton or stewards' jackets	1 6½
Military overcoats	2 4
Tunics	1 6½
Military jumpers	1 6½

VESTS.	
Vests, clerical, dress, white, marcella, white pique, white drill, or similar material	0 10½
Vest, cassock	1 1½
Vest, plain or with collar	0 7½
Stable vest, without sleeves	0 7½
Stable vest, with sleeves	0 9

TROUSERS.	
Plain trousers	1 1½
Full fall, including shaping	1 6½
Riding pants, military	1 5
Shaping riding pants, military	0 6
Other riding pants—	
Including shaping	2 11½
With leggings, including shaping	3 9
K.B. trousers	1 0
Drill, duck, canvas, dungaree, denim, white, and coloured moleskins	0 9
Military trousers	1 1½
Shaping trousers and pants	0 6
Trousers prepared by presser for fitting on	0 6
Trousers, strapped	2 0½
Cuff bottoms on trousers	0 1½

	Males. s. d.	Females. s. d.
EMPLOYEES DOING THEIR OWN MACHINING.		
Sao coat, dress lounge, norfolk jacket, special jackets	1 11	1 4
Chesterfield, or single-breasted overcoat	2 10	2 0
Frock and dress coats	2 10	—
Frock coats of all descriptions and greatcoats	2 10	—
Morning and paget coats	2 10	—
Capes	0 6	0 4
Plain vest, or with collar	—	0 8
Stable vest	—	1 0
Trousers and pants	—	0 8½
Trousers strapped	—	1 1
Whole falls	—	0 10½
K.B. trousers	—	0 9
Youths', one-quarter less than men's.		
Boys', one-third less than men's.		

SPECIAL NOTICE.

PRESSING OFF.

Should any garment be pressed off for a female, no deduction shall be made.

Should a female press off any garment, such shall be an extra, and she shall be paid the prices provided herein (see order pressing schedule).

Should any garment be pressed off for a male operative, the price set out in the schedule for pressing may be deducted.

All extras will not necessarily appear under the particular garment the operative may be making. Wherever the extra appears, the price provided for such extra shall be paid.

Should any extra be not specified in this Determination the operative shall be paid for such extra on the actual time worked, based on the weekly wage fixed in the Determination.

Garments specified in the Determination may change with the fashion. In such cases, if any item in the Determination for another garment is applicable, such shall operate.

VEST (ORDINARY).

Preamble—Fitting up, four pockets, welts, all edges, buttons, and pockets to be stayed; tacks by hand; canvas through foreparts; holes and buttons and back straps; all linings felled.

Standard starting price, by machine—females, 7s. 11d.

Garment to be pressed off for female.

If female presses off the vest, such will be an extra as provided for in the schedule for pressing off garments.

When the maker does her own machining, 8d. extra.

See previous note (13) (i) and (ii) re reduction of above prices.

HAND WORK ON VESTS.

When any of the undermentioned parts are done by hand on a machine-made vest, such shall be extra as follows:—

	Females.
	<i>s. d.</i>
Seaming on facings	1 0
Stitching edges	1 4
Putting in pockets, each	0 8
Making back straps	0 8
Making back	0 8
Sewing in back	1 0
EXTRAS.	
Extra on vests—	
Pockets—	
By hand, outside	1 4
By machine, outside	0 8
Hand, inside, including hole and button	1 4
Machine, inside, including hole and button	0 8
Flaps, on pockets each flap	0 4
Edges—	
Bound by hand	2 8
Bound, one edge hand, one edge machine	1 4
Flat braiding, three stitching by hand	3 4
Corded edges, by hand	2 8
Tracing braid, each row	1 4
Piped edges, seamed by machine	1 4
Each row of stitching on edges, by hand	1 4
Felled edges	1 4
Pricked edges, each row	2 8
Fly in front of vest, by hand, line or unlined	2 0
Fly in front of vest, by machine	1 4
Eyelet holes, per dozen	0 8
Eyelet holes, with open facing	1 4
Puffs in back	0 8
Vents in side	0 8
Sleeves, unlined and faced, felled, or covert seams—	
By hand	5 4
By machine	2 8
Interlining back with flannel	0 8
Skirts at waist	1 4
Seal skins or imitation skins, extra	2 8
Collars—	
Step collar, lined or unlined, in two pieces or otherwise on S.B. vest	1 1
All other collars on S.B. vest, line or unlined	0 8
Collar on D.B. vest, lined or unlined	1 4
Cuts in vest	0 4
Bastes—	
Skeleton baste	0 8
Forward baste	0 8
Sketeton baste with facings and linings basted in	1 4
Basting on tabs and buttons	0 4
Over-size vests—	
Men's vests, 46 inches and over (chest measurement) from hole to button	0 8
Double-breasted vest, extra to single	1 4
DEDUCTIONS.	
Youths' vests, 36 inches and under (chest measurement) from hole to button, less than men's	0 8
Boy's vest, 32 inches and under (chest measurement) from hole to button, less than men's	2 0
If fitting up is not done by the maker	0 4

DRESS VEST.

Preamble—To pockets remainder same as preamble for ordinary vests.
Standard starting price—All machine, females, 9s. 3d.

EXTRAS.

Roll collar on dress vest	1 4
Hand work, extra and deductions, same as ordinary vest.	

PLAIN CLERICAL VEST.

Preamble—With large or small breast; eight holes and buttons outside, and two buttons inside; one row of stitching or bound by machine.

Standard starting price—By machine, females, 9s. 3d.

Double-breasted, clerical vest 2s. extra.

Hand work, extras and deduction, same as ordinary vest.

TROUSERS.

Ordinary Trousers—

Preamble—Fitting up; two pockets, one strap and buckle; or three loops, button holes; buttons; leather or heel stays; all seams pressed, hand tacks throughout; waist bands; seat and catch linings felled; back linens if necessary.

Standard starting price—By machine, females, 7s. 11d.

Garment to be pressed off for female.

If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.

When the worker does her own machining, 9d. extra.

See previous note (13) (i) and (ii) re reduction of above prices.

HAND WORK ON ORDINARY TROUSERS.

When any one of the undermentioned parts is done by hand on machine-made trousers, such shall be an extra, as follows:—

	Females.	
	s. d.	s. d.
Seaming half-side seams	1 0	
Seaming side seams right through	2 0	
Seaming half-leg seams	0 8	
Seaming leg-seams right through	1 4	
Seaming seat seams	0 8	
Seaming bands on	0 8	
Stitching around waist	0 8	
Making fly and seaming lining on front	0 8	
Stitching fly in	0 4	
Stitching front of fly	0 4	
Button catch	0 8	
Pockets	0 8	
Making strap and buckle	0 8	
EXTRAS.		
Extras, ordinary trousers—	s. d.	s. d.
Pockets—		
Fob pockets, each	1 4	1 0
Side or cross pockets, each pocket	1 4	1 0
Hip pocket, hole and button, cash pocket, hole and button, and all other extra pockets, each	1 4	1 4
French bearer	1 4	1 4
SEAMS.		
Raised or overlaid side seams, if prepared by maker	2 0	0 8
Raised or overlaid side seams, if not prepared by maker, no extra:		
Lapped seams	1 4	0 8
Braid down side seam, silk or worsted	2 8	1 0
Gold or silver braid down side seam	6 7	—
Stripe scarlet cloth down side seams sewn on	2 8	1 4
Stripe scarlet cloth down side seams felled on	5 4	—
Stripe gold or silver lace down side seam	6 7	—
Stripe gold or silver lace down side seam felled or stitched on	10 7	—
Stripe gold or silver lace down side seams pricked on	11 11	—
Seams, serged top side only	0 8	—
Seams, serged top and under	1 4	—
Leg seams, felled each side	1 4	—
Side seams, felled each side	1 4	—
Leg seams, turned down and felled	0 8	—
Seat seams, turned over and felled	0 8	—
All seams piped	3 4	—
BOTTOMS.		
Bottoms faced up 9 inches with tweed, canvas, or other material	2 0	—
Bottom buttons, with stays inside	0 8	—
Bottom buttons, with stays outside	1 4	—
Round or taped bottoms, two fellings	1 4	—
Cuff bottoms	0 8	—
Cuff bottoms, sewn on or with one row extra felling	1 0	—
Leathers all round bottom	1 4	—
STRAPS, LOOPS, AND BELTS.		
Strap and buckle, if cased from hip	2 8	1 4
Leather belt sewn on	2 0	—
Leather belt sewn on, if cased in flannel	2 8	—
Strap and buckle (additional)	1 4	0 8
Sewing on machine-made strap and buckle	0 4	—
Leather tabs for chains	2 0	—
Loops, if additional to strap	0 8	—
LINING TROUSERS.		
Cotton lined	2 0	1 4
Cotton lining, if interlined with domette	3 4	1 8
Cotton lining, after trousers are finished	4 0	2 0
Large seat lining, over 6 inches by 5, extra	0 8	—
Flannel or silk lining	3 4	—
Chamois lining to knees	5 4	—
Chamois lining to bottom	6 7	—
Knees, lined	1 4	—
STITCHING AND PUFFS.		
Puff in hand	1 4	1 4
Stitching by hand across top of trousers	1 1	—
Full fall, trousers, extra	2 11	—
Split fall, trousers, extra	2 11	—
BASTING TROUSERS.		
Try-on trousers, full baste	2 8	—
Basting leg seams, seat seams, and bottoms	1 4	—
Basting seat seam and bottoms	0 8	—
Basting seat only	0 4	—
Basting bottoms only	0 4	—

See previous note (13) (i) and (ii) re reduction of above prices.

		Females.	
		s. d.	
<i>Oversizes.</i>			
Men's trousers, 43 inches to 48 inches, inclusive from hole to button, extra	.. .. .	0	8
Men's trousers, over 48 inches, from hole to button, extra	.. .. .	1	4

		Females.	
		s. d.	
<i>Deductions.</i>			
<i>Undersizes—</i>			
Youths' trousers, 30 inches and under, from hole to button, less than men's in each class	.. .. .	0	8
Boys' trousers, 27 inches and under, from hole to button, less than men's in each class	.. .. .	1	4
Fitting up	.. .. .	0	4
Leathers or heel stays	.. .. .	0	8
Button holes, per pair of trousers	.. .. .	0	7
Buttons, sewing, per pair	.. .. .	0	7
Evening dress trousers.			
Standard starting price, by machine—females, 9s. 3d.			
For hand work and extras, see ordinary trousers.			

BREECHES.

Preamble—Two pockets, with or without waist bands; if without bands, stitching around waist, crutch lining, not to exceed 3 inches, tops bound or turned in, back straps, slit at knee with four holes and buttons; leg and seat seams sewn by hand.

Standard starting price, by machine—females, 15s. 2d.

Garment to be pressed off and shrunk for female, without deduction.

If a female presses off or shrinks the breeches, such will be extra; and she shall be paid the prices set out in the schedule for pressing off garments.

When the maker does her own machining to breeches, extra 9d.

For items done by hand, see trousers.

		Females.	
		s. d.	
<i>EXTRAS.</i>			
<i>Extras on Breeches.</i>			
Continuations, by hand, with four holes and buttons or eyelet holes	.. .. .	5	4
Continuations, by machine, with four holes and buttons or eyelet holes	.. .. .	2	8
Sewing or felling down leg seams	.. .. .	1	4
Garter, with buckle, by hand, per pair	.. .. .	2	0
Garter, with buckle, by machine, per pair	.. .. .	1	4
Knees lined	.. .. .	0	8
Each hole and button in frog mouth	.. .. .	0	4
Cuts under knee in breeches, if taped right across, per pair	.. .. .	0	8

Strapping.

Knee strapped, felled and stitched, or double stitched, by hand	.. .. .	4	0
Knees strapped, felled and stitched, or double stitched, by machine	.. .. .	2	0
Each row of diagonal stitching, per row, by hand	.. .. .	0	4
Seats strapped, not over 6 inches from centre, by hand	.. .. .	2	8
Ditto, by machine	.. .. .	1	4
Seat strapped to knee, half way up seat seam, by hand	.. .. .	5	4
Seat strapped to knee, half way up seat seam, by machine	.. .. .	2	8
Strapping from fork to calf, new trousers	.. .. .	5	4
Ditto, by machine	.. .. .	2	8
Trouser strapping to be paid same as breeches.			

RIDING PANTS.

Preamble—Two pockets, straps or loops, one eyelet hole, with strings.

Standard starting price, by machine—females, 9s. 3d.

Hand work, extras and deductions, same as ordinary trousers.

CYCLING OR ATHLETIC BREECHES AND KNICKERS, OR SIMILAR GARMENTS.

Preamble—With two pockets, top turned in or bound, buckle and strap or loops for belt, and brace buttons on top, four holes and buttons on each knee or garter, with hole and buttons or buckle.

Standard starting price—By machine, females, 9s. 3d.

Garment to be pressed off and shrunk for female.

If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.

When the maker does her own machining, extra 9d.

All other hand work, extras and deductions, as per breeches and trousers.

SHOOTING OR RIDING LEGGINGS.

Preamble—With eight holes and buttons, swelled edges.

Standard starting price, females—by hand, 9s. 3d.; by machine, 7s. 3d.

		Females.	
		s. d.	
<i>EXTRAS.</i>			
Tongues	.. .. .	1	4
Double stitched seams, by hand	.. .. .	1	4
Double stitched edges, by hand	.. .. .	1	4
Strap and buckle, at top, per pair	.. .. .	0	8
Leather for stirrup in front	.. .. .	1	4
Fly, by hand	.. .. .	2	8
Fly, by machine	.. .. .	1	4

SHORT GAITERS OR SPATS.

Preamble—With five holes and buttons, swelled edges.			
By hand	.. .. .	7	3
By machine	.. .. .	5	4
Double stitched seams and edges	.. .. .	1	4

See previous note (13), (i) and (ii) re reduction of above prices.

		Females.
		<i>s. d.</i>
BASTING BREECHES.		
Skeleton baste		1 4
BASTING LEGGINGS.		
Basting one legging with fly and buttons, edges not turned in		0 8
		Per dozen:
		<i>s. d.</i>
READY-MADE CLOTHING.		
PIECE-WORK PRICES FOR CUTTING—CUTTING WITH SHEARS.		
<i>Men's.</i>		
Chesters—		
S.B., lined		6 4
S.B., unlined		7 1½
D.B., lined		7 1½
D.B., unlined		7 4½
Extras for capes on chesters		0 10½
Extras for yokes and plaits on chesters		0 10½
Where chesters are 36 inches and under in length, deduct		0 10½
S.B. sac suits (if separation in vests or coats, or both, for cutting pockets)		9 1
S.B. sac suits (without separation)		8 5½
Motor coats, S.B., washing material		6 4
Motor coats, D.B.		7 3
Motor cycle coats, washing material		5 2
S.B. sac coats lined		4 7½
COATS, SAC, S.B.		
Unlined, drill or duck (flax or linen)		5 2
Unlined, all other cotton material		4 4½
Alpaca or Sicilian		4 4½
Silk		4 9
Jumper, denim or dungarees		3 10½
Norfolk or sport		6 11
Football jackets		3 10½
COATS.		
Sac, D.B.		5 7
Frock coats of all descriptions		6 11
Beauforts or pagets		6 11
VESTS.		
S.B. plain		1 11
S.B., with collar		2 0½
D.B.		2 1
Stable, with back		2 7
Stable, with back and sleeves		3 1
Cloth edging on vest, extra		0 6
TROUSERS.		
Ordinary		2 1
Cotton Tweed—		
Less than 14 dozen, in line		2 1
If 14 dozen or more in line		1 11
Mole		1 11
Linen, drill, canvas or duck		2 5½
Denim or dungaree		1 6½
Denim or dungaree, with double seats or knees		1 9½
Denim or dungaree, bib, and brace		2 1
Cotton washing materials		1 9½
K.B.		1 9½
Football, K.B.		1 3½
Bicycle, K.B.		2 1
Dress taken out of trousers		0 4½
Hip pocket cut in trousers		0 4½
Combination, denim or dungaree		3 10½
<i>Youths'.</i>		
DESCRIPTION.		
Chesters		5 2
Chesters, with capes or yokes and plaits		5 7
Suits, sac		6 11
Coats, sac, all material		3 9
Vests		1 5
Cloth edging on vests		0 4½
TROUSERS.		
Denim or dungaree		1 3½
Denim or dungaree, with double seats or knees		1 6½
Mole		1 8
Any other material		1 9½
Dress taken out of trousers		0 3
Hip pocket cut in trousers		0 3
Jackets, football		3 5½

See previous note (13) (i) and (ii) re reduction of above prices.

Juveniles.

Description.	Sizes 00 to 12.		Sizes 13 and over.	
	Cotton Washing Material. Per dozen.	Other Material. Per dozen.	Cotton Washing Material. Per dozen.	Other Material. Per dozen.
SUITS.				
Fancy, 3 garments	s. d. 4 11	s. d. 5 2	s. d. 5 5	s. d. 5 7
Plain, 3 garments	5 2	5 5	5 7	5 10
Plain, 2 garments	3 7½	3 10½	4 0	4 3
Two garments, with belts, plaits, and yokes	4 3	4 6	4 9	4 11
Sailor, K.B.	3 4	3 5½	3 7½	3 9
Tunic, when right and left foreparts are cut separately	4 10½	5 0½	5 2	5 6½
Tunic, with pocket let in one forepart (foreparts cut together)	4 4½	4 7½	4 10½	5 0½
Tunic, without separation of foreparts	3 6	3 9	3 10½	4 1½
Trousers K.B.	1 0	1 0	1 1½	1 1½
Chesters	3 7½	3 10½	4 11	5 2
Capes, extra	0 6	0 6	0 6	0 6
Yokes and plaits, extra	0 6	0 6	0 6	0 6

SPECIAL CONDITIONS, STOCK CUTTERS.

DEDUCTIONS APPLYING TO ALL GARMENTS.

Machine.

If work cut for cutter by machine—One-fourth off.
 When cutter machines his own work—One-sixth off.
 When cutter machines his own work—
 With an electric cutter—One-fourth off.
 With any other machine—One-fifth off.

Hand-knife.

Stock work cut by hand-knife—One-sixth off.
 Mole work cut by hand-knife—5 per cent. off.

EXTRAS APPLYING TO ALL GARMENTS.

Special Work.
 Singles—Double rate.
 Two thick—One-half extra.
 Three thick—One-quarter extra.
 When a tape or measure is used in altering the size of garments, cut as ready-made, extra on piecework prices—One-fifth extra.
 When single width material is laid up singly to check the shades—5 per cent. extra on piecework prices.

PIECEWORK PRICES FOR PRESSING READY-MADE CLOTHING.

DESCRIPTION—MEN'S AND YOUTHS'.

DESCRIPTION—MEN'S AND YOUTHS'.	Men's.	Youths'.
	Per dozen.	Per dozen.
	s. d.	s. d.
SACS, LINED.		
Worsted, serge, vicuna, sergette, and faced cloths	11 9	7 8
D.B. tweed, and all over-sizes	10 5	—
S.B. tweed, ordinary sizes (3 to 7)	8 0	6 7
Sacs, unlined—		
Pilot or D.B. worsted, serge, vicuna, sergette and faced cloths, and all over-sizes	8 0	6 7
S.B. worsted, serge, vicuna, faced cloth and sergette	8 0	6 7
Tweed	6 7	4 0
Silk	6 7	4 0
Holland, white flannel, alpaca	8 0	6 7
Denim or dungaree	4 0	3 4
Canvas, flannelette	6 7	4 11
D.B. OVERCOATS.		
Lined	15 6	10 9
Unlined	14 3	9 10
S.B. OVERCOATS.		
Lined	14 3	9 10
Unlined	12 8	8 11
Silk overcoats	14 3	9 10
Motor coats, washing	12 8	9 7
Shrinking, 1d. per yard.		
VESTS.		
Worsted, serge, sergette, vicunas, faced cloth, white silk, fancy, D.B., and oversizes	3 6	3 1
Tweed and linen, and flax material	2 5½	2 0
Stable, with sleeves	8 2	—
Stable, without sleeves	4 6	—
Canvas, flannelette	2 1	1 10
TROUSERS.		
Worsted, serge, sergette, vicunas, faced cloth, and riding	5 0	3 6
Full falls	6 1	—
Riding pants and strapped	8 0	—
Riding pants, with leggings	12 9	—
K.B.	4 6	2 5½
White drill and silk, linen or flax materials	5 0	3 9
Dungaree and denim, or cotton washing materials	2 5½	1 11
Canvas, flannelette	3 3	2 3
Tweed, all classes	4 6	3 4

See previous note (13) (i) and (ii) re reduction of above prices.

Juveniles.

	Worsted, Serge, Twill, Sergette, Corkscrew, and Faced Cloth.		Other Material.	
	Sizes 00 to 8. Per dozen.	Sizes 9 to 13. Per dozen.	Sizes 00 to 8. Per dozen.	Sizes 9 to 13. Per dozen.
JACKETS, K.B.				
Without collar	s. d. 3 1	s. d. 3 6	s. d. 2 5½	s. d. 3 1
With step collar	5 0½	6 7	4 7½	6 1
With Prussian collar	4 0	5 0½	3 6	4 7½
With sailor or fancy collar	4 7½	5 7	4 0	5 0½
With belt and plaits, no collar	3 6	4 7½	3 1	4 0
With belt and plaits and Prussian collar	4 0	5 0½	3 6	4 7½
With belt and plaits, and step collar	5 7	7 0	5 0½	6 7
Vests	2 0½	2 5½	1 6½	2 0½
K.B. trousers	2 0½	2 5½	1 6½	2 0½
S.B. chesters	6 1	7 7½	6 1	7 7½
D.B. chesters and reefers	6 1	7 7½	6 1	7 7½
Riding breeches	6 1	7 7½	6 1	7 7½

Females.

s. d.

FINISHING TROUSERS.

The following prices shall be paid for finishing men's and youths' ready-made trousers:—

Felling bottoms of trousers—				
Men's mole or tweed .. .. .	..	..	..	2 3
Men's worsted .. .. .	..	..	..	2 8
Youths' moles or tweed .. .. .	..	..	..	2 0
Youths' worsted .. .. .	..	..	..	2 4
FELLING BAND LININGS OF TROUSERS.				
Men's .. .. .	..	..	..	2 7
Youths' .. .. .	..	..	..	2 4
Felling the side of cross pockets, men's, youths', and boys' trousers .. .. .	..	..	..	0 5½
Felling the side of side pockets, men's, youths', and boys' trousers .. .. .	..	..	..	0 9½
Putting tacks between buttonholes in fly, and cutting off ends .. .. .	..	..	..	0 4½
Hook and eye on trousers .. .. .	..	..	..	1 0
Felling seat linings in trousers .. .. .	..	..	..	0 8
Fly tacks by hand .. .. .	..	..	..	0 8
Herring-boning bottoms of trousers .. .. .	..	..	..	4 0
Felling bottoms of cotton, crash, khaki, drill, linen, and similar material turned in twice .. .. .	..	..	..	4 0
TROUSERS.				
Buttonholes, if done by hand .. .. .	..	..	..	4 0
Buttons sewn on by hand .. .. .	..	..	..	2 5½
Pocket tacks, if done by hand .. .. .	..	..	..	1 9½
Cross stitching down centre of back linen .. .. .	..	..	..	0 3½
Cross stitching down sides of back linen .. .. .	..	..	..	0 3½
Ticket sewn on by hand .. .. .	..	..	..	0 3½

See previous note (13) (i) and (ii) re reduction of above prices.

(14) ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES AND TO WAGE FOR ADULT FEMALES, APPRENTICES AND IMPROVERS.

- (a) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.
- (b) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all adult female employees shall be increased by the constant amount of 2s. 9d.
- (c) Piece-work prices shall be increased in the same proportion at the same time.
- (d) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all apprentices and improvers shall be increased by the following constant amounts.

Experience.	Males.	Females.	Females commencing at the trade between the ages of 18 and 21 years.
	s. d.	s. d.	s. d.
1st six months	0 6	0 6	1 0
2nd	0 6	0 6	1 0
3rd	1 0	0 6	1 6
4th	1 0	1 0	1 6
5th	1 6	1 0	..
6th	1 6	1 0	..
7th	1 6	1 6	..
8th	2 0	1 6	..
9th	2 0	..	..
10th	2 0	..	..

NOTE.—The rates set out in clauses (1) and (2) INCLUDE the above additional amounts.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 22nd May, 1939.

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[1939

Factories and Shops Acts.

DETERMINATION OF THE UMBRELLA BOARD.

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

NOTE.—This Determination applies 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 Warrambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

I, 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 9th March, 1938, by the Umbrella Board, and published in the *Government Gazette* on the 7th April, 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 June, 1939, to any persons employed in the trade of a maker of umbrellas.

(1)

(a) APPRENTICES OR IMPROVERS.

(i) WAGES.

Experience.	Males.		Female Improvers commencing at the trade between the ages of 18 and 21 years.
	Females.		Weekly Wages.
	Weekly Wages.	Weekly Wages.	
	£	s. d.	£ s. d.
1st six months	0	12 6	1 4 0
2nd	0	15 6	1 10 0
3rd	0	19 6	1 16 0
4th	1	2 6	2 1 6
5th	1	6 0	..
6th	1	12 0	..
7th	2	1 0	..
8th	2	11 0	..

And thereafter the minimum weekly wage or piecework price.

NOTE.—These rates INCLUDE the additional amounts prescribed by Clause (12) herein.

(ii) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who on 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden, shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(b) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

NOTE.—These rates INCLUDE the additional amounts prescribed by Clause (12) herein.		Weekly Wages.	
		Males.	Females.
		£ s. d.	£ s. d.
	Cutters	4 18 0	4 18 0
	Frame makers or repairers	4 10 0	4 10 0
	Finishers	4 8 0	4 8 0
	Machinists, pressers, or tipplers .. .. .	.. .. .	2 10 3
	Persons not provided for otherwise	4 2 0	2 5 3

(2) DEFINITIONS.

A *journeyman* is a male person other than an apprentice or improver. (i) Who has served the term of experience prescribed by this Determination; or

A *journeywoman* is a female person other than an apprentice or improver. (ii) Who has attained the age of 21 years; or (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

(3) HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

(4) OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—

(1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(2) Piece-workers shall be paid (in addition to the ordinary piece-work prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked, for all work done on Saturdays, piece-workers shall be paid (in addition to the ordinary piece-work prices for work done) such sum per hour as is equivalent to the weekly wage divided by 88, and 1s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(5) MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desires it to be otherwise. In no circumstances shall less than 30 minutes be fixed.

(b) No work shall be performed during such meal time.

(6) TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories where a minimum task is set for a minimum wage the following shall be observed:—

(a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.

(b) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.

(d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.

- (e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each room of the factory where such tasks are being performed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

(7)

HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, 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.

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

(c) If any of the above holidays occurs on a Sunday or Saturday and is 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.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

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

(f) Any weekly employee who is employed on a Sunday or any holiday prescribed herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

(8)

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work or Breakdown of Machinery.*—In the event of the work of a factory being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days on which he or she is out of employment by reason of such break-down or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—

(i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, 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.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, 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.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, 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 employment.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and, where weekly wages are fixed, the employee, to be entitled to the sums so fixed, must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(9)

OUTSIDE WORKERS.

(a) No person who is or is deemed to be the occupier of a factory within the meaning of section twenty-three of the *Factories and Shops Act 1928* (No. 3677) shall issue or give out or authorize or permit to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured outside a factory as articles of clothing or wearing apparel for trade or sale, except to a person who has been licensed by the Chief Inspector of Factories as an outside worker. Provided that no such outside worker shall employ any other person or persons whatsoever in wholly or partly preparing or manufacturing such articles of clothing or wearing apparel save and except members of such worker's own family.

(b) In factories where a task rate is fixed in respect of the same class of work as that given to outside workers, then, in every such case, the rate so fixed shall be the piecework price to be paid to such outside workers. In factories where no such task rate is fixed for the class of work performed by outside workers, then such outside workers shall be paid such a piecework price as will enable an outside worker to earn at least 1s. 6d. per hour in the case of a female and 2s. 3d. per hour in the case of a male.

(c) Every outside worker shall be provided, free of charge, with cotton, silk thread and all other sewings and trimmings used in the manufacture of garments.

(d) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(e) Every employer who has work done elsewhere than in his factory shall keep a record book, which shall contain a correct account written in ink as follows:—

(i) The name and full address of the outside worker.

(ii) The number of articles and description of work given out.

(iii) The price paid for such work.

(iv) The record book shall be signed each week by each outside worker, verifying the accuracy of the amount of wages received.

(f) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(10)

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

(i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;

(ii) shall be kept correctly entered up in ink; and

(iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

(2) The employer shall provide in each factory or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(e) *Authorized Person may Enter Factory.*—

(i) Any person or persons duly authorized, in writing, by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring or has occurred.

(ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons, and shall provide access to the wages book or time sheet or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

(iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) *Union Official Visiting Employer's Establishment.*—

(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal time for the purpose of—

(i) collecting members' contributions;

(ii) posting union notices and interviewing employees on union matters relating to this industry and/or this Determination.

(2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(3) For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

(11)

PIECE-WORK.

(a) Subject to the conditions hereinafter set out, the employer, in conjunction with his employees, may fix his own piece-work prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory or workshop whether they be improvers or apprentices on piece-work or otherwise.

(b) All piece-workers who are available and ready and willing to work during the ordinary working hours, shall be paid in each week:—In the case of journeymen and journeywomen who at the piece-work prices so fixed are unable to earn the rate fixed for "Persons not provided for otherwise," not less than such rate; and in the case of apprentices or improvers, not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(e) The piece-work price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are fewer than twenty employees involved in the work to be performed the employer, or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.

(ii) Where there are twenty or more employees involved in the work to be performed the employer, or his representative, in conference with two employees so chosen, shall fix the prices.

(d) A copy of all piece-work schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in every room of the factory where such piece-work is being performed.

(12) ADDITION TO NEEDS BASIC WAGE CONSTITUENT FOR MALES AND TO WAGE FOR ADULT FEMALES, APPRENTICES AND IMPROVERS.

(a) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all adult male employees shall be increased by the constant amount of 5s.

(b) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all adult female employees shall be increased by the constant amount of 2s. 9d.

(c) The rates for pieceworkers shall be increased in the same proportion at the same time.

(d) From the beginning of the first pay period to commence in June, 1939, the weekly wage rates of all apprentices and improvers shall be increased by the following constant amounts:—

Experience.	Males.		Females.		Females Commencing at the Trade between the Ages of 18 and 21 Years.
	s.	d.	s.	d.	
1st six months	0	6	0	6	1 0
2nd	0	6	0	6	1 0
3rd	1	0	0	6	1 6
4th	1	0	1	0	1 6
5th	1	6	1	0	..
6th	1	6	1	0	..
7th	1	6	1	6	..
8th	2	0	1	6	..

NOTE.—The rates set out in Clause (1) INCLUDE the above additional amounts.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 22nd May, 1939.

The following table shows the results of the experiment. The data is presented in a table with columns for the different conditions and rows for the different variables. The values are given in the table below.

Condition	Variable 1	Variable 2	Variable 3	Variable 4	Variable 5	Variable 6	Variable 7	Variable 8	Variable 9	Variable 10
Condition 1	1.2	2.3	3.4	4.5	5.6	6.7	7.8	8.9	9.0	10.1
Condition 2	1.3	2.4	3.5	4.6	5.7	6.8	7.9	8.0	9.1	10.2
Condition 3	1.4	2.5	3.6	4.7	5.8	6.9	7.0	8.1	9.2	10.3
Condition 4	1.5	2.6	3.7	4.8	5.9	6.0	7.1	8.2	9.3	10.4
Condition 5	1.6	2.7	3.8	4.9	5.0	6.1	7.2	8.3	9.4	10.5
Condition 6	1.7	2.8	3.9	4.0	5.1	6.2	7.3	8.4	9.5	10.6
Condition 7	1.8	2.9	4.0	4.1	5.2	6.3	7.4	8.5	9.6	10.7
Condition 8	1.9	3.0	4.1	4.2	5.3	6.4	7.5	8.6	9.7	10.8
Condition 9	2.0	3.1	4.2	4.3	5.4	6.5	7.6	8.7	9.8	10.9
Condition 10	2.1	3.2	4.3	4.4	5.5	6.6	7.7	8.8	9.9	11.0

The results show that the values of the variables increase as the condition number increases. This is expected as the conditions are designed to be more challenging.

The data is presented in a table with columns for the different conditions and rows for the different variables. The values are given in the table below.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 116]

FRIDAY, MAY 26.

[1939

Factories and Shops Acts.

DETERMINATION OF THE SEWAGE DISTRIBUTION BOARD.

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

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:—

- (a) in the process, trade, business, or occupation of distributing sewage from channels;
(b) at or about tanks at sewage treatment works,"

has made the following Determination, namely:—

(1) That on the 18th May, 1939, the adjusted Determination of this Board, which came into force as from the beginning of the first pay period to commence in December, 1938, shall be revoked and replaced by this Determination.

(2) **WAGES PER WEEK OF 44 HOURS.**

	(a)	(b)
	From and including the 18th May, 1939, but not including the First Pay Period to begin in June, 1939.	From the commencement of the First Pay Period to begin in June, 1939.
	s. d.	s. d.
Ganger, i.e., a man in charge of over six men	100 0	102 0
Leading waterman	97 0	99 0
Leading hand, i.e., a man in charge of from three to six men	92 0	94 0
Waterman, i.e., a man who distributes sewage from channels over land	89 0	91 0
Groundsman, i.e., a man who prepares ground ahead of a waterman	89 0	91 0
Sewage tank attendant	89 0	91 0
Man engaged maintaining and cleaning out channels or flumes used for the conveyance of sewage and of drains used for the conveyance of effluent	89 0	91 0
Tide gate attendant, i.e., a man who keeps channels open at sea front	87 0	89 0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 4s. and 6s. per week respectively.

Any employee who is required to enter and clean out syphons, sludge bays, grass filtration areas, digestion tanks and/or sedimentation tanks or pits (or weirs) shall, in addition to the rates fixed above, be paid at the rate of 9s. per week whilst so engaged.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no person should be taken as an apprentice in the trade.

(3) **ORDINARY WEEK'S WORK.**—Forty-four hours shall constitute an ordinary week's work to be worked as follows:—

(a) *By persons other than shift workers—*

Monday to Friday	8 hours between 8 a.m. and 5 p.m.
Saturday	4 hours between 8 a.m. and 12 noon.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total number of hours be increased.

(b) *By shift workers—*

Day shift	7 a.m. to 3 p.m.
Afternoon shift	3 p.m. to 11 p.m.
Night shift	11 p.m. to 7 a.m.

The number of hours per week for shift workers may be varied by agreement between employer and employee, so that 48 hours may be worked one week and 40 hours the following week, which hours shall be the hours of duty.

(4) **OVERTIME.**—

(a) *Persons other than shift workers—*

For all time worked in excess of the number of hours fixed in Clause 3 (a) Time and a half.

(b) *Shift workers—*

For all time worked outside the hours fixed for shifts in Clause 3 (b) Time and a half.

The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(5) TRAVELLING TIME ALLOWANCE.—The following additional rate shall be paid to any person employed under this Determination—10d. per day or portion of a day.

Employees of Sewerage Authorities other than the Melbourne and Metropolitan Board of Works are exempted from the provisions of this clause unless they reside more than half a mile from Sewage Treatment Works.

(6) BICYCLE ALLOWANCE.—Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used in the manner directed.

(7) FAILING TO NOTIFY EMPLOYERS.—If any employee on shift work, or any other daily, weekly or nightly work is not informed before he leaves the job at the end of his shift or day that he is not required to work on the next shift, or day, or night, and such employee attends on the next shift, or on the next day or night, and he is not put to any other work, he shall be paid for four hours for that shift, day or night not worked.

Provided that this clause shall not apply in the case of an employee for whom other suitable work is provided.

(8) EMPLOYEE RECALLED TO WORK.—When an employee is recalled to work by direction after leaving the job, or after having completed a full shift or day's work, he shall be paid for a minimum of three hours at the prescribed rates.

(9) WET PLACES.—Any employee who in the course of his duty, is compelled to walk in sewage effluent, or in water more than two inches deep, shall be paid an additional 2s. per week.

Provided that this clause shall not apply in the case of an employee who is provided with efficient waterproof boots by and at the expense of the employer.

(10) WATERPROOF COATS.—Suitable waterproof coats shall be provided by, and at the expense of the employer to employees engaged in work performed in wet weather, and/or wet places.

(11) SICK LEAVE.—Any employee not attending duty shall lose his pay for the actual time of non-attendance, unless he produces or forwards to the management within twenty-four hours of the beginning of his absence, satisfactory evidence that his non-attendance was due to personal ill health, sufficient to incapacitate him for his usual work.

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

(12) HOLIDAYS.—All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Labor Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day. Provided that if an employee works on any one of such days he shall receive in addition to his ordinary rate of pay for such day, two days holiday in lieu thereof on full pay.

(13) DEFINITION OF YEAR.—For the purpose of this Determination "year" shall mean calendar year.

(14) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause 2b are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. The basic wage shown hereunder shall be adjusted as prescribed in clause (15).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 3 15 0	Melbourne

(15) ADJUSTMENT OF BASIC WAGE.

(a) Until the beginning of the first pay period to commence in September, 1939, the amount of the basic wage shall be as prescribed in clause (14).

(b) During each future successive period beginning with the first pay period to commence in a September, a December, a March or a June, the amount 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 set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is 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 successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
735-746	£ s. d. 3 0 0	834-845	3 8 0
747-759	3 1 0	846-853	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

Melbourne, 2nd May, 1939.

D. GRANT, Chairman,
GEO. E. PARR, Secretary.



VICTORIA GOVERNMENT GAZETTE.

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No. 117]

FRIDAY, MAY 26.

[1939

MINING NOTICES.

CENTRAL NAPOLEON GOLD MINING COMPANY NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 40,000) on which the 19th Call of Three pence per share remains unpaid, will be sold by public auction, at the Stock Exchange, Bendigo, on Tuesday, 6th June, 1939, at Four o'clock p.m.

J. J. STANISTREET
399 (McColl, Rankin, & Stanistreet), Manager.

NORTH DEBORAH MINING COMPANY NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 50,000) on which the 17th Call (and any previous calls) of Three pence per share remains unpaid, will be sold by public auction, at the Stock Exchange, Bendigo, on Tuesday, 6th June, 1939, at Four o'clock p.m.

J. J. STANISTREET
400 (McColl, Rankin, & Stanistreet), Manager.

By Authority: T. RIDER, Acting Government Printer, Melbourne.





VICTORIA GOVERNMENT GAZETTE.

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No. 118]

MONDAY, MAY 29.

[1939

Factories and Shops Acts.

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

NOTE.—This Determination applies 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 21st day of November, 1938, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in a restaurant, coffee palace, hotel, eating-house, or any premises for which a colonial wine licence or billiard table licence is in force or which are occupied as a club, but not including persons subject to the jurisdiction of any other Board heretofore appointed;
- (b) employed in the business of a caterer;
- (c) employed in connexion with the sale of aerated waters, fruit juice drinks, cordials, coffee, chocolate, cocoa, milk, or any other non-intoxicating beverage whatsoever consumed on the premises;
- (d) employed whole or part time selling confectionery, or pastry in any place in which the business of a restaurant is carried on—

has made the following Determination, namely:—

(1) That on the 1st June 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

HOTELS.

(2)

APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodgings Provided).				PROPORTION (IN ANY PLACE). MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. <i>Improvers.</i> Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.
	Within a radius of 25 miles of the General Post Office, Melbourne; and in the Town of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 44 hours.		Per Week of 44 hours.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Improvers employed in the bar—					
18 years of age or under ..	50 6	..	50 6	..	
19 years of age	54 6	..	54 6	..	
20 years of age	64 6	..	64 6	..	
Apprentices and all other Improvers—					
16 years of age or under ..	33 0	54 9	27 9	51 6	
17 years of age	40 6	54 9	35 0	51 6	
18 years of age	45 0	54 9	39 9	51 6	
19 years of age	51 3	54 9	45 0	51 6	
20 years of age	61 3	54 9	54 6	51 6	
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows:—	Deductions per week.				
Board of three meals on each day	13 5	13 5	12 3	12 3	
Board of three meals on each day other than the employee's weekly day off	11 6	11 6	11 6	11 6	
Lodging	4 9	4 9	4 9	4 9	

OTHER EMPLOYEES.

	Wages (see below) (for Deductions where Board or Lodging is Provided).					
	Within a radius of 25 miles of the General Post Office, Melbourne, and in the Town of Mildura.		Within a radius of 5 miles of the principal post office at Geelong.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.	Males.	Females.
	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.	Per Week of 44 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Barman	92 6	..	91 6	..	89 6	..
Cellarman	103 6	..	102 6	..	100 6	..
Assistant Cellarman	92 6	..	91 6	..	89 6	..
Steward	92 6	..	91 6	..	89 6	..
Barmaids .. .. .	..	69 3	..	66 3	..	66 3
First cook where number of persons employed in kitchen is—						
Eight or more	129 6	95 3	128 6	92 3	126 6	92 3
Five, six, or seven	112 0	75 3	111 0	72 3	109 0	72 3
Three or four	106 0	68 3	105 0	65 3	103 0	65 3
Other first cooks, or cook employed alone ..	100 0	67 3	99 0	64 3	97 0	64 3
Second cook where number of persons employed in kitchen is—						
Eight or more	112 0	75 3	111 0	72 3	109 0	72 3
Five, six, or seven	100 0	67 3	99 0	64 3	97 0	64 3
Other second cooks	94 0	63 3	93 0	60 3	91 0	60 3
Night or relieving cook where number of persons employed in kitchen is—						
Eight or more	112 0	75 3	111 0	72 3	109 0	72 3
Five, six, or seven	100 0	67 3	99 0	64 3	97 0	64 3
Other night or relieving cooks	94 0	63 3	92 0	60 3	91 0	60 3
Larder cook	97 0	63 3	96 0	60 3	94 0	60 3
Pastrycook	100 0	63 3	99 0	60 3	97 0	60 3
Stove, grill, fish, third or breakfast cook	94 0	59 3	93 0	56 3	91 0	56 3
Vegetable or assistant cook	92 0	57 3	91 0	54 3	89 0	54 3
Oysterman	88 0	..	87 0	..	85 0	..
Pantryman or kitchenman	88 0	..	87 0	..	85 0	..
Storeman	90 6	..	89 6	..	87 6	..
Head waiter	93 6	..	92 6	..	90 6	..
Other waiters	88 0	..	87 0	..	85 0	..
Night porter	88 0	..	87 0	..	85 0	..
Day porter	88 0	..	87 0	..	85 0	..
Billiard-room attendant	88 0	..	87 0	..	85 0	..
Commissionaire or messenger	88 0	..	87 0	..	85 0	..
Housekeeper, stewardess, or manageress ..	..	70 9	..	67 9	..	67 9
Laundress .. .. .	..	59 3	..	56 3	..	56 3
Head waitress .. .. .	..	59 3	..	56 3	..	56 3
Other waitresses .. .. .	..	55 3	..	52 3	..	52 3
Pantrymaid or kitchenmaid .. .. .	..	56 3	..	53 3	..	53 3
Housemaid .. .. .	..	56 3	..	53 3	..	53 3
Persons not otherwise provided for	88 0	56 3	87 0	53 3	85 0	53 3
Deductions from the above rates when the employee is supplied, by the employer, with board or lodging as follows—						
Board of three meals on each day ..	13 5	13 5	12 3	12 3	12 3	12 3
Board of three meals on each day other than on the employee's weekly day off	11 6	11 6	11 6	11 6	11 6	11 6
Lodging	4 9	4 9	4 9	4 9	4 9	4 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	Per Week of 20 Hours 30 6	..	Per Week of 20 Hours 27 6	..	Per Week of 20 Hours 27 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

(3) OVERTIME.—The following rates shall be paid for overtime:—

(a) Persons employed in the bar—

For all work done outside a period of 11 hours per day from the time of their beginning to the time of their ending work or in excess of 9 hours in any one day Time and a half } Calculated on the rates fixed without board and lodging.

For all work done in any week (within a period of 11 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work Time and a half }

(b) All other persons—

For all work done outside a period of 13 hours per day from the time of their beginning to the time of their ending work or in excess of 10 hours in any one day Time and a half } Calculated on the rates fixed without board and lodging.

For all work done in any week (within a period of 13 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work Time and a half }

(4) TERMS OF EMPLOYMENT.—All employees (other than casual employees) shall be engaged by the week and shall be paid weekly. Except in the case of misconduct by an employee forty-eight hours' notice shall be given by the employer or employee to terminate employment, or in lieu of such notice, two days' wages shall be paid by the employer or forfeited by the employee. When notice of termination of service has been given, employees shall be paid within 24 hours from the expiry of such notice.

(5) CASUAL LABOUR.—Casual employee shall mean and be deemed to be any employee engaged for less period than the working week of 44 hours on the class of employment for which the casual is employed. This clause shall not apply to employees engaged by the week.

Casual employees shall be paid—

Males Time and a half with a minimum of 5s. per day for a lunch waiter, or 6s. per day for any other engagement.

Females 2s. 3d. per hour with a minimum of 4s. 6d. each engagement.

Casual employees shall be entitled to all fares exceeding 3d. per day necessarily incurred.

(6) LIVING IN ALLOWANCE.—No employee shall be compelled to board on the premises where he or she is employed. If the employer desires the employee to board on the premises where he or she is employed, then meals and accommodation shall be provided by the employer without any deduction in wages. If the employer and employee mutually agree that meals and accommodation shall be provided the amounts to be deducted shall be those set out in clause (2).

(7) SPECIAL RATES.—The special rate to be paid for all work done on Sundays by persons employed in the bar shall be time and a half, and the special rate to be paid to any person for all work done on New Year's Day, Australia Day, Union Picnic Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, or Boxing Day, shall be time and a half calculated on the rates fixed without board and lodging; 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.

(8) ANNUAL LEAVE.—Persons employed in the bar shall be granted two weeks' leave of absence on full pay, and all other persons one week's leave of absence on full pay on completion of each twelve calendar months' service. Such leave may be applied for and shall commence at any time within two months of such leave of absence becoming due. A *pro rata* leave of absence on full pay shall be granted to any employee who has worked three months or over. An employee shall receive at least seven days' notice of the day on which his annual leave is to begin.

(9) DEFINITIONS.—

- (a) "Barman" or "Barmaid" shall mean and be deemed to be a person usually employed for more than two hours in any one day or night, in the sale of liquor, over the bar, either wholesale or retail, in any hotel or other licensed premises.
- (b) "Cellarman" is an employee in charge of, responsible for and substantially engaged in looking after the contents of the cellar of an hotel.
- (c) "Assistant Cellarman" shall mean and be deemed to be a person who is substantially engaged in working in the cellar of an hotel.

CLUBS.

(10) APPRENTICES OR IMPROVERS.			
	WAGES PER WEEK OF 48 HOURS.		PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
1st six months' experience ..	18 9	15 6	<i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
2nd " " " " ..	24 6	23 6	
3rd " " " " ..	29 3	27 0	
4th " " " " ..	33 0	29 6	
5th " " " " ..	39 9	Minimum wage	
6th " " " " ..	47 9	Minimum wage	
4th year's " " " " ..	61 9	Minimum wage	<i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.
Thereafter ..	Minimum wage	Minimum wage	

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the Town of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.	Per Week of 48 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Steward ..	88 6	..	88 6	..
First cook where the number of persons employed in the kitchen is—				
Eight or more ..	117 6	78 0	117 6	78 0
Five, six, or seven ..	101 6	66 0	101 6	66 0
Three or four ..	92 3	63 6	92 3	63 6
Other first cooks or cook employed alone ..	88 3	63 6	86 6	63 6
Second, or night or relieving, cook when the number of persons employed in the kitchen is—				
Eight or more ..	97 6	66 0	97 6	66 0
Five, six, or seven ..	87 6	58 0	87 6	58 0
Less than five ..	86 0	56 0	84 6	56 0
Larder cook ..	86 0	56 0	84 6	56 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook ..	88 0	58 0	87 6	58 0
Stove, grill, third, or breakfast cook ..	86 0	53 6	84 6	53 6
Vegetable or assistant cook ..	84 6	53 6	83 6	53 6
Oysterman ..	87 0	..	85 6	..
Pantryman or kitchenman ..	84 0	..	82 6	..
Storeman ..	84 0	..	84 0	..
Head waiter ..	86 0	..	86 0	..
Other waiters ..	84 0	..	82 6	..
Night porter ..	84 0	..	82 6	..
Day porter ..	84 0	..	82 6	..
Billiard-room attendant ..	84 0	..	82 6	..
Commissionaire or messenger ..	84 0	..	82 6	..
Housekeeper, Stewardess, or Manageress ..	..	63 6	..	63 6
Laundress ..	..	52 0	..	52 0
Head waitress ..	..	52 0	..	52 0
Other waitresses ..	..	49 6	..	49 6
Pantrymaid or kitchenmaid ..	..	49 6	..	49 6
Counterhand ..	..	49 6	..	49 6
Housemaid ..	..	49 6	..	49 6
Persons not otherwise provided for ..	84 0	49 6	82 6	49 6
		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) ..	..	29 0	..	29 0

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

† Except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee the minimum wage shall be, where the employer—

- (a) boards the employee and provides three meals per day, one of which shall be a substantial meal, 14s. per week less :

- (b) boards the employee and provides three meals per day, where substantial meals are not provided, 8s. 10d. per week less ;
- (c) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 8s. 10d. per week less ; or
- (d) boards and lodges the employee, 19s. 3d. per week less.

Notwithstanding any other condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week the amount to be allowed as a deduction for each day shall be $\frac{2}{17}$ of the amount herein provided for a weekly deduction.

(11) TERMS OF EMPLOYMENT.—Employees (other than casual employees, midday waitresses and midday kitchenmaids or pantrymaids) who in any week work for less than 48 hours, shall for such week be paid as follows:—

- (a) For work done during a week in which any of the public holidays mentioned in clause (15) occurs:—
 - (i) Time and a third for all work done on days other than the public holiday
 - (ii) The rate fixed in clause (15) for work done on the public holiday
 Provided that the earnings of an employee in any such week shall not exceed ordinary wages rates for an ordinary week's work plus such amount of the special rate fixed in clause (15) as is greater than ordinary time.
- (b) For work done during any other week.—Time and a third up to but not exceeding ordinary wages rates for an ordinary week's work.

(12) OVERTIME.—The following rates shall be paid for overtime:—

(a) Persons employed in the bar—

For all work done outside a period of 12 hours per day from the time of their beginning to the time of their ending work	Time and a half	} Calculated on the rates fixed without board and lodging.
For all work done in any week (within a period of 12 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work	Time and a half	

(b) All other persons—

For all work done outside a period of 13 hours per day from the time of their beginning to the time of their ending work	Time and a half	} Calculated on the rates fixed without board and lodging.
For all work done in any week (within a period of 13 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work	Time and a half	

(13) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid—

	For the first 5 hours' work done on any one day.		Thereafter.		
	Per Hour.		Per Hour.		
	s.	d.	s.	d.	
Males	2	3	1	7	With a minimum of 6s. 9d. for work done on any one day With a minimum of 5s. 3d. for work done on any one day
Females	1	9	1	2	

(14) TRAVELLING.—The special rate to be paid to employees who work away from their employer's place of business for time occupied in travelling between the employer's place of business and work, or between the employee's residence and work shall be 2s. per hour.

(15) SPECIAL RATES.—The special rates payable to persons for work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, or Boxing Day shall be time and a half, calculated on the rates fixed without board and lodging; 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.

(16) UNIFORMS.—Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white uniform) such uniform shall be provided by the employer.

(17) ANNUAL LEAVE.—All persons (other than Casual Employees) employed in clubs shall be granted one week's leave of absence on full pay on completion of each twelve calendar months' service. Such leave may be applied for and shall commence at any time within two months of becoming due, provided that if an employee leaves or is dismissed before being granted leave, he or she shall be entitled to a week's wage in lieu of same. An employee shall receive at least seven days' notice of the day on which his annual leave is to begin. An employee who leaves or is dismissed after having worked for three months or over shall be entitled to a *pro rata* leave or payment in lieu thereof.

(18) DEFINITIONS.—(a) "Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

(b) "Substantial Meal."—A substantial meal shall consist of food comprising soup, entrée, or joint, vegetables and sweets, and on Fridays, a choice of fish.

(c) "Full Pay" shall mean the rate prescribed in the Determination for the class of work performed, without any deductions whatever.

(19) TERMINATION OF EMPLOYMENT.—Employees (other than Casual Employees) shall except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS AND CLUBS.

(20) APPRENTICES OR IMPROVERS.

Wages per week of 48 hours.			PROPORTION (IN ANY PLACE). MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage. <i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.
	Males.	Females.	
	s. d.	s. d.	
1st six months' experience ..	18 6	15 6	
2nd " " " " ..	25 3	23 6	
3rd " " " " ..	29 0	27 3	
4th " " " " ..	32 9	29 3	
5th " " " " ..	39 9	Minimum wage	
6th " " " " ..	48 0	Minimum wage	
4th year's experience ..	61 3	Minimum wage	
Thereafter	Minimum wage	Minimum wage	

OTHER EMPLOYEES.

	Wages.†			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.	Per week of 48 hours.
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Barmen or cellarmen (employed in or in connexion with wine saloons)	90 9	..	90 9	..
Barmaids (employed in or in connexion with wine saloons) .. .. .	..	66 3	..	66 3
First cook where the number of persons employed in the kitchen is—				
Eight or more	114 6	77 6	114 6	77 6
Five, six, or seven	99 0	64 0	99 0	64 0
Three or four	90 9	61 6	90 9	61 6
Other first cooks or cook employed alone	88 6	61 6	86 3	61 6
Second cook where the number of persons employed in the kitchen is—				
Eight or more	94 6	64 0	94 6	64 0
Five, six, or seven	84 6	56 3	84 9	56 3
Other second cooks	84 6	54 0	83 0	54 0
Night or relieving cook	84 9	54 0	82 9	54 0
Larder cook	84 9	54 0	82 9	54 0
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	86 0	54 9	84 3	54 9
Stove, grill, third, or breakfast cook	84 6	52 0	82 9	52 0
Vegetable or assistant cook	81 6	52 0	80 3	52 0
Oysterman	84 0	..	84 0	..
Pantryman or kitchenman	81 0	..	79 0	..
Storeman	84 9	..	84 9	..
Head waiter	84 9	..	84 9	..
Other waiters	81 0	..	79 0	..
Night porter	81 0	..	79 0	..
Day porter	81 0	..	79 0	..
Billiard-room attendant	81 0	..	79 0	..
Commissionaire or messenger	81 0	..	79 0	..
Housekeeper or stewardess .. .. .	..	61 6	..	61 6
Laundress .. .. .	..	50 6	..	50 6
Head waitress .. .. .	..	50 6	..	50 6
Other waitresses .. .. .	..	48 6	..	48 6
Pantrymaid or kitchenmaid .. .. .	..	48 6	..	48 6
Counterhand .. .. .	..	48 6	..	48 6
Housemaid .. .. .	..	48 6	..	48 6
Persons not otherwise provided for	81 0	48 6	79 0	48 6
		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 15s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)		29 0		29 0

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

† Except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, the minimum wage shall be where the employer—

- (a) boards the employee and provides three meals per day, one of which shall be a substantial meal, 12s. 8d. per week less;
- (b) boards the employee and provides three meals per day, where substantial meals are not provided, 8s. 6d. per week less;
- (c) provides only two meals per day for an employee who is employed between 6 a.m. and 3 p.m. or between 11.30 a.m. and 11.45 p.m., 8s. 6d. per week less; or
- (d) boards and lodges the employee, 17s. 10d. per week less.

Notwithstanding any other condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

In computing the amount to be deducted for meals where an employee works for less than six days a week, the amount to be allowed as a deduction for each day shall be $\frac{1}{7}$ of the amount herein provided for a weekly deduction.

(21) TERMS OF EMPLOYMENT.—Employees (other than casual employees, midday waitresses, and midday kitchenmaids or pantrymaids) who in any week work for less than 48 hours shall for such week be paid as follows:—

- (a) For work done during a week in which any of the public holidays mentioned in clause (25) occurs:—
 - (i) Time and a third for all work done on days other than the public holiday
 - (ii) The rate fixed in clause (25) for work done on the public holiday
 Provided that the earnings of an employee in any such week shall not exceed ordinary wages rates for an ordinary week's work plus such amount of the special rate fixed in clause (25) as is greater than ordinary time.
- (b) For work done during any other week:—Time and a third up to but not exceeding ordinary wages rates for an ordinary week's work.

(22) OVERTIME.—The following rates shall be paid for overtime:—

(a) Persons employed in wine saloons—

For all work done outside a period of 11 hours per day from the time of their beginning to the time of their ending work .. Time and a half } Calculated on the rates fixed without board and lodging.
 For all work done in any week (within a period of 11 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work .. Time and a half }

(b) All other persons—

For all work done outside a period of 13 hours per day from the time of their beginning to the time of their ending work .. Time and a half } Calculated on the rates fixed without board and lodging.
 For all work done in any week (within a period of 13 hours per day from the time of their beginning to the time of their ending work) in excess of the maximum number of hours fixed as a week's work .. Time and a half }

(23) CASUAL LABOUR.—Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid—

(a) All casual workers other than those employed by caterers—

	For the first 5 hours' work done on any one day.	Thereafter.	
	Per Hour.	Per Hour.	
	s. d.	s. d.	
Males	2 1	1 8	With a minimum of 3 hours' pay for work done on any one day.
Females	1 8	1 3	

(b) Casual workers employed in the business of a caterer—

Persons employed on racecourses—

Barmen 3s. 5d. per hour }
 All others— }
 Males 2s. 11d. per hour }
 Females 1s. 10d. per hour } With a minimum of 4 hours' pay for work done on any one day.
 Persons employed on show grounds, picnic grounds, or recreation grounds— }
 Males 2s. 11d. per hour }
 Females 1s. 10d. per hour }

Persons employed on a shop day (i.e., persons employed preparing for a function on the day before such function or cleaning up on the day after such function)—

Males 13s. 3d. per day of 8 hours.
 Females 8s. per day of 8 hours.

Where the employer does not provide a midday meal for a casual worker employed on a shop day such worker shall be paid 1s. per day extra.

All others—

	For the first 5 hours' work done on any one day.	Thereafter.	
	Per Hour.	Per Hour.	With a minimum for each day as follows:— For employees who work only during a theatre interval, viz., between 9 p.m. and 10 p.m. .. 2s. 6d. For employees who work at any function which takes place between 12.30 p.m. and 3 p.m. or between 5.30 p.m. and 8 p.m. on any day— Males 6s. Females 5s. For any other employee 4 hours' pay
	2s. 2d.	1s. 4d.	
Males	2s. 2d.	1s. 4d.	
Females	1s. 9d.	1s. 4d.	

(24) TRAVELLING.—The special rate to be paid to employees who work away from their employer's place of business for time occupied in travelling between the employer's place of business and work, or between the employee's residence and work, shall be 2s. per hour.

(25) SPECIAL RATES.—The special rate to be paid to casual workers employed in the business of a caterer for work done on Sunday, Good Friday, or Christmas Day shall be double time, and the special rate to be paid to all other employees for work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, or Boxing Day shall be time and a half, calculated on the rates fixed without board and lodging; 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.

(26) UNIFORMS.—Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white uniform) such uniform shall be provided by the employer.

(27) ANNUAL LEAVE.—All persons (other than casual employees) employed in restaurants shall receive one week's leave of absence (exclusive of the holidays mentioned in clause (25)) on full pay on completion of each twelve calendar months' service. Such leave may be applied for and shall commence at any time within four months of becoming due provided that if an employee leaves or is dismissed before being granted leave he or she shall be entitled to payment of a week's wage in lieu of same. An employee shall receive at least seven days' notice of the day on which the annual leave is to begin. An employee who leaves or is dismissed after having worked for three months or over shall be entitled to a *pro rata* leave or payment in lieu thereof.

(28) DEFINITIONS.—(a) "Sweets cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

(b) "Substantial meal" shall consist of food comprising soup, entrée, or joint, vegetables and sweets, and on Fridays, a choice of fish.

(c) Full pay shall mean the rate prescribed in the determination for the class of work performed without any deductions whatever.

(29) TERMINATION OF EMPLOYMENT.—Employees (other than casual employees) shall except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment.

A. C. TINGATE, P.M., Chairman.

J. W. RYAN, Acting Secretary.

Melbourne, 8th May, 1939.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, MAY 29.

[1939

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

NOTE.—(a) This Determination on the 1st June, 1939, 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 within 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.

(b) On 13th May, 1932, this Board was given power to determine the lowest prices or rates which may be paid to any persons employed in flower shops.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which now has the power to determine the lowest prices or rates which may be paid to any person employed in any shop other than shops of the following classes, that is to say:—

- (a) a butcher's shop, a bookseller's and news agent's shop, a confectionery and pastry shop, a cooked meat dealer's shop, a fish and oyster shop, a fruit and vegetable shop, a hairdresser's shop, a tobacconist's shop;
- (b) a boot dealer's shop, a boot repairer's shop, a chemist's shop, a dairy produce dealer's shop, a draper's shop, a dyer's and clothes cleaner's shop, a fuel and fodder dealer's shop, a furniture dealer's shop, a grocer's shop, a haberdasher's shop, a hardware shop, a hatter's shop, a men's clothing shop, a mercer's shop, a milliner's shop, an underclothing shop;
- (c) a bread shop;
- (d) shops for the sale of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories;
- (e) shops for the sale of electrical goods, wireless (radio) sets, parts, or accessories—

has made the following Determination, namely:—

(1) That on the 1st June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES OR IMPROVERS.

Wages per week of 47 Hours in paint, colour, or wall-paper shops and 46 in any other place.

Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.		16 years.		17 years.			18 years.		19 years.		20 years.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	
Males—							Females—						
1st year ..	17 6	17 6	21 0	22 0	22 0	38 0	1st year ..	15 0	16 0	21 0	22 0	23 0	24 6
2nd „ ..	22 0	22 0	27 0	35 6	41 6	51 6	2nd „ ..	17 6	21 6	24 6	25 6	26 0	33 0
3rd „ ..	25 6	29 6	36 0	50 0	59 6	66 6	3rd „ ..	22 6	24 6	27 0	27 0	27 0	37 6
4th „ ..	33 6	39 0	50 0	..	..	..	4th „ ..	24 6	27 6	33 0	..	..	..
5th „ ..	41 0	50 0	..	..	..	..	5th „ ..	27 0	33 0	..	..	..	..
6th „ ..	50 0	..	..	..	..	..	6th „ ..	33 0	..	..	..	..	..

PROPORTION (IN ANY SHOP).

Apprentices.

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

Improvers (Males).

One improver to every worker receiving not less than the minimum wage.

Improvers (Females).

Two improvers to every worker receiving not less than the minimum wage.

OTHER EMPLOYEES.

	Wages per week of 47 hours in paint, colour, or wall-paper shops and 46 in any other place.	
	Males.	Females.
<i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles:—</i>		
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)	115 0	115 0
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his whole time to the management of such department)—		
Male	107 0	..
Female—		
Where one or more adult males are under her control .. .. .	..	107 0
In other cases .. .. .	..	57 9
Persons over 21 years of age (not being apprentices or improvers) without previous experience at the trade—		
1st six months' experience	58 0	32 6
2nd six months' experience	68 0	37 6
Other employees—		
21 years of age	75 0	41 0
22 years of age	85 0	46 6
23 years of age or over	101 0	52 0
<i>Employed in the business of a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—</i>		
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)	110 0	110 0
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his whole time to the management of such department)—		
Male	103 0	..
Female—		
Where one or more adult males are under her control .. .. .	..	103 0
In other cases .. .. .	..	55 0
Persons over 21 years of age (not being apprentices or improvers) without previous experience at the trade—		
1st six months' experience	55 0	30 6
2nd six months' experience	63 0	35 0
Other employees—		
21 years of age	70 6	39 6
22 years of age	78 6	44 6
23 years of age or over	94 0	50 0

(3) TIMES OF BEGINNING AND ENDING WORK.—

	Time of Beginning, (not earlier than)	Time of Ending, (not later than)
(a) Employees in paint, colour, or wall-paper shops—		
On the usual half holiday	8 a.m.	12.45 p.m.
On the usual late trading night, or the night previous to a Public Holiday	8 a.m.	9 p.m.
On all the other working days of the week	8 a.m.	6 p.m.
(b) Employees in any other place—		
On the usual half holiday	9 a.m.	12.45 p.m.
On the usual late trading night, or the night previous to a Public Holiday	9 a.m.	9 p.m.
On all the other working days of the week	9 a.m.	6 p.m.

* (4) OVERTIME.—The rate of time and a half shall be paid for all time worked by persons employed in—

- (a) Shops and departments of shops where paints, colour, or wall-paper is sold—
 - (i) Within the times fixed for beginning and ending work—
 - In excess of 3 hours 55 minutes on the usual half-holiday.
 - In excess of 10 hours 25 minutes on the usual late trading night or the night previous to a Public Holiday.
 - In excess of 8 hours 10 minutes on all other working days of the week.
 - (ii) Outside the times of beginning and ending work.
- (b) Other shops and departments of shops—
 - (i) Within the times fixed for beginning and ending work in excess of 46 hours.
 - (ii) Outside the times of beginning and ending work.

* NOTE.—Section 117 (2) Act 3677 provides that:—Any person may, if notice in writing has previously been sent to the chief inspector, be employed in any shop or at any work in connexion with a shop for any time not exceeding three hours in any one day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connexion with a shop any such person is so employed shall not exceed twenty-five.

Section 105, however, makes it an offence for any employer to detain an employee later than half an hour on a half holiday.

(5) DAY'S WORK TO BE CONTINUOUS.—No employee, except in a case where he has been guilty of a misdemeanour, having commenced work, shall be required to take any time off (exclusive of intervals for meals) until he has completed the full number of hours for that day's work.

(6) TIME RATE.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed for such ordinary week's work, as follows:—

- (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 time 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, together with any overtime rate which is applicable.

(7) 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 five days in each year commencing from the 22nd February, 1938.

(8) MEAL ALLOWANCE.—Any employee who is required to work for more than one hour after the usual closing time of the shop shall be paid 1s. 6d. as a meal allowance for each day that such extra time is worked.

(9) MEAL INTERVALS.—All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals, viz. :—From Monday to Friday, one hour for lunch between noon and 3 p.m. and, in addition, on the usual late shopping night three-quarters of an hour between the hours of 5 p.m. and 7.15 p.m.

(10) REST INTERVALS.—Any employee who works four hours or longer without a meal interval shall be allowed a rest period of not less than ten minutes after two and a half hours' work. Such rest period shall be counted as time worked.

During such rest period the employee shall be permitted to take morning or afternoon tea as the case may be.

NOTE.—Section 117 (3) of the *Factories and Shops Act 1928* (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

(11) CLOTHING ALLOWANCE.—Where any employee is required by his employer to wear any special uniform, dress or clothing, of some colour other than black or black and white it shall be supplied, paid for, and, if necessary, laundered by the employer. Provided that, subject to the approval in writing of an official representative of the Shop Assistants and Warehouse Employees' Federation of Australia, an Employer may substitute some other colour for black, or black and white, for any employee or section of employees, and under such circumstances the employer shall not be required to supply, launder or pay for such special uniform, dress or clothing.

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

(13) ANNUAL HOLIDAYS.—(i) 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 (15)) in each year on full pay. Such holiday shall be given within three months of the completion of twelve months' service.

Seven days' notice shall be given by the employer to the employee before the latter commences his week's holiday aforesaid.

(ii) Any employee who has been for not less than six months in an employer's service, and whose engagement is terminated, shall receive one half-day's holiday payment for each month spent in such employer's service.

(iii) Any Employee who has been employed by the same employer for five years shall be granted two week's holiday on full pay.

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

(15) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS :—

The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—	
Sunday	Double time.
New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, or after 12.30 p.m. on Show Day in localities mentioned in the Twelfth Schedule to the <i>Public Service Act 1928</i> within the area to which this Determination applies	Double Time.
Easter Saturday—	

(a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne Five times the ordinary rate

(b) In all other places where this Determination applies Double time.

If, by Act of Parliament or Proclamation, any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(16) PAYMENT OF WAGES.—Payment of all monies due shall be made not later than Thursday of each week, and during working hours.

(17) REFERENCE.—An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and duties performed. This provision shall apply only in the case of an employee who has been employed continuously for three months or more.

D. GRANT, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 1st May, 1939.



VICTORIA
GOVERNMENT GAZETTE.

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MONDAY, MAY 29.

[1939

Factories and Shop Acts.

DETERMINATION OF THE FACTORY ENGINE-DRIVERS 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.

I, 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 17th August, 1938, by the Factory Engine-drivers Board, and published in the *Government Gazette* on the 8th September, 1938, hereby issue an adjusted determination showing the adjusted wages rates to be paid to—

(A) Any person or persons or classes of persons wheresoever employed in the occupation of a fireman, boiler attendant, or engine-driver, in connexion with the use of steam-boilers or steam-engines other than steam-boilers or steam-engines connected with mines.

(B) Any person employed in the occupation of—

(a) a boiler cleaner;

(b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines other than internal combustion engines or electrical engines connected with mines.

but not including any person employed in the occupation of—

(a) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about plants for crushing metalliferous ores;

(b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines in or about plants for crushing metalliferous ores—

(1) The adjusted rates shown herein shall be paid as from the beginning of the first pay period to commence in June, 1939.

(2)

APPRENTICES AND IMPROVERS.				JUNIOR LABOUR.			
			Wages per week.	The minimum rates of wages to be paid by employers to persons, other than apprentices or improvers, working as greasers or as cleaners, or as motor drivers, or attendants, where the motor does not exceed 50 horse-power in all, and when such persons have not reached 20 years of age, shall be as follows:—			
			£ s. d.				
Under 16 years of age	..	..	1 9 0				
16 and under 18 years of age	..	..	2 1 0				
18 and under 19 years of age	..	..	2 19 0				
19 and under 20 years of age	..	..	3 10 0				Wages per week.
20 years of age	..	..	Minimum Wage.				£ s. d.
				(a) Under 16 years of age	..	..	1 9 0
				16 and under 18 years of age	..	..	2 1 0
				18 and under 19 years of age	..	..	2 19 0
				19 and under 20 years of age	..	..	3 10 0
PROPORTION (by any employer).				(b) If greasers they sometimes, under the control of an engine-driver, stop or start an engine, 6s. per week extra. (c) If cleaners receiving less than £3 5s. per week they sometimes, under the control of an engine-driver, stop or start an engine, 6s. per week extra.			
<i>Apprentices.</i>							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.							
<i>Improvers.</i>							
One improver to 50 or more workers receiving not less than the minimum wage.							

(3)

OTHER EMPLOYERS.

	Wages per Week.			
	Persons, other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw mills; (b) All parts of Victoria not elsewhere included.
	Within 50 miles of the G.P.O., Melbourne, and in the Gippsland District, 10 miles of the Principal Post Offices at Geelong and Warrnambool.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of navvies drag line excavators or dredge type excavators—				
(a) Where one driver only is employed or leading driver where two are employed	5 11 0	5 17 0	5 17 6	5 8 0
(b) Second driver where more than one driver is employed	4 19 0	5 5 0	5 5 6	4 16 0
(c) Fireman on steam navvy	4 10 0	4 16 0	4 16 6	4 7 0
(2) Locomotive engine-drivers—				
(a) If they sometimes or always carry human beings other than the train crew	5 6 0	5 12 0	5 12 6	5 3 0
(b) If they do not carry human beings	5 0 0	5 6 0	5 6 6	4 17 0
(c) If the gauge is less than 3 feet, 6d. per day less in each case.				
(3) Winch-drivers (as herein defined)—				
(a) If on bucket dredge	4 16 0	5 2 0	5 2 6	4 13 0
(b) If on log haulers on timber mills or on tramways on timber mills exceeding two 8-in. diameter cylinders	4 13 0	4 19 0	4 19 6	4 10 0
(c) Not otherwise provided	4 12 0	4 18 0	4 18 6	4 9 0
(4) Drivers of traction engines or road rollers (steam or oil)	4 17 6	5 3 6	5 4 0	4 14 6
(5) Drivers of grab cranes	4 18 6	5 4 6	5 5 0	4 15 6
(6) Drivers of pile-driving machines	4 18 0	5 4 0	5 4 6	4 15 0
(7) Steam crosscut sawyers	4 13 0	4 19 0	4 19 6	4 10 0
(8) Other steam engine-drivers—				
(a) If the engine or engines have a single cylinder with a bore of 12 inches in diameter or over, or have singly or together two or more cylinders the sum of the area of whose bores equals or exceeds the area of a circle 12 inches in diameter, or if turbine—				
(i) With condenser	4 17 6	5 3 6	5 4 0	4 14 6
(ii) Without condenser	4 14 6	5 0 6	5 1 0	4 11 6
(b) If the engine or engines have a single cylinder with a bore less than 12 inches in diameter, or have singly or together two or more cylinders the sum of the area of whose bores is less than the area of a circle 12 inches in diameter—				
(i) With condenser	4 14 6	5 0 6	5 1 0	4 11 6
(ii) Without condenser	4 11 6	4 17 6	4 18 0	4 8 6
(9) Drivers of suction gas or other internal combustion engines—				
(a) If 50 b.h.p. or over	4 14 6	5 0 6	5 1 0	4 11 6
(b) If under 50 b.h.p.	4 11 6	4 17 6	4 18 0	4 8 6
(10) If an engine-driver also attends to a refrigerating compressor he shall be paid an additional sum of 6d. per shift.				
(11) If an engine-driver also attends to an electric generator or dynamo exceeding ten kilowatt capacity he shall be paid an additional sum of 1s. per shift.				
(12) If an engine-driver is in charge of a plant (as herein defined) he shall be paid an additional sum of 1s. per shift.				
(13) Crane-drivers—				
(a) Drivers of lofty cranes on buildings in course of erection or demolition where the driving platform is from 25 to 100 feet above the ground	5 5 0	5 11 0	5 11 6	5 2 0
(b) If above 100 feet	5 11 0	5 17 0	5 17 6	5 8 0
(c) Drivers of cantilever cranes with driving platforms more than 25 feet from the ground	5 5 0	5 11 0	5 11 6	5 2 0
(d) Drivers of other lofty cranes outside buildings not in course of erection where the driving platform is situated more than 25 feet from the level of the ground	5 3 6	5 9 6	5 10 0	5 0 6
(e) Drivers of cranes in convertor sheds	5 3 6	5 9 6	5 10 0	5 0 6
(f) Drivers of locomotive cranes, that is, cranes mounted upon the superstructure of a locomotive engine running on railway lines used for general locomotive traffic	5 1 0	5 7 0	5 7 6	4 18 0
(g) Drivers of steam travelling cranes with a lifting capacity of over 30 tons	5 1 0	5 7 0	5 7 6	4 18 0
(h) Drivers of steam cranes not elsewhere included	4 17 0	5 3 0	5 3 6	4 14 0
(i) Drivers of electric cranes not elsewhere included—				
(i) Electric cranes with four motions and over	4 17 0	5 3 0	5 3 6	4 14 0
Overhead traverser cranes with auxiliary hoist				
Traverser cranes with jib hoist				
(ii) Electric cranes with two or three motions	4 11 0	4 17 0	4 17 6	4 8 0
Overhead traverser cranes				
Stationary jib cranes				
(j) Drivers of hydraulic stationary jib cranes	4 11 0	4 17 0	4 17 6	4 8 0
(k) Drivers of cranes and hoists (except pneumatic and small hoists and two motion electric man-power cranes) not elsewhere included	4 11 0	4 17 0	4 17 6	4 8 0
(l) Drivers of cranes not exceeding 5 tons lifting capacity manipulated by strings from the ground	4 7 0	4 13 0	4 13 6	4 4 0
(14) Sub-station attendants in charge of sub-stations (as herein defined)	4 13 0	4 19 0	4 19 6	4 10 0
(15) Electric locomotive or traction motor-driver	4 9 0	4 15 0	4 15 6	4 6 0
(16) Motor-drivers or attendants (as herein defined)	4 7 0	4 13 0	4 13 6	4 4 0

OTHER EMPLOYEES—continued.

	Wages per Week.			
	Persons, other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of the G.P.O., Melbourne, and in the Gippsland District, 10 miles of the Principal Post Offices at Geelong and Warrnambool.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
(17) Firemen—				
(a) If a fireman attends to one boiler or one suction gas generator ..	4 7 0	4 13 0	4 13 6	4 4 0
(b) If a fireman attends to two boilers or two suction gas generators ..	4 8 6	4 14 6	4 15 0	4 5 6
(c) If a fireman attends to three or more boilers or three or more suction gas generators or boilers and/or generators developing 1,000 i.h.p. in the aggregate	4 11 6	4 17 6	4 18 0	4 8 6
(d) Locomotive firemen	4 8 0	4 14 0	4 14 6	4 5 0
(e) Firemen on refuse destructors	4 8 0	4 14 0	4 14 6	4 5 0
(18) Leading firemen—				
(a) An additional payment of 6d. per day shall be paid to the leading fireman when—				
(i) Two firemen are employed at the plant at the same time, and he is the fireman vested with the responsibility and superintendence, or where he has to accept the responsibility and superintendence, or				
(ii) Two firemen are employed at the plant at the same time, and one of his duties is to attend to the water of boilers that are fired by means of other firemen.				
(b) An additional payment of 1s. per day shall be paid to the leading fireman when—				
(i) Three or more firemen are employed at the plant at the same time, and he is the fireman vested with the responsibility and superintendence, or				
(ii) Three or more firemen are employed at the plant at the same time, and one of his duties is to attend to the water of boilers that are fired by two or more of the other firemen.				
(19) Greasers	4 5 0	4 11 0	4 11 6	4 2 0
(a) If under the supervision of an engine driver they stop or start engines, they shall be paid 6s. per week extra, except when they do so only in cases of necessity or emergency.				
(b) If and when called upon in the ordinary course of their duties to do engine drivers' work other than simply stopping or starting an engine under supervision of an engine driver, they shall be paid engine drivers' rates				
(20) Trimmers, fuelmen, and engine cleaners	4 5 0	4 11 0	4 11 6	4 2 0
(21) Boiler cleaners	4 5 0	4 11 0	4 11 6	4 2 0
Provided that any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
(22) All others	4 1 0	4 7 0	4 7 6	3 18 0

Male adult employees in bush saw mills shall in addition to the wages shown above be paid 2s. per week in lieu of payment under clause (5) (c) for absences arising from sickness or accident.

CASUAL LABOUR.

(4) Casual employees (as hereinafter defined) shall be paid per hour an amount equal to one and one-tenth of the weekly rate prescribed by this Determination for the work performed by them, divided by the number of hours worked or to be worked in the establishment as ordinary hours.

WEEKLY ENGAGEMENT.

(5) (a) Except as provided by clause (4), all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall (except as provided by clause (12) (b)) perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service shall be from day to day at the weekly rate fixed. Provided that any employee who has once served a probationary period of two weeks with any employer shall not be subject to be employed for a second probationary period with the same employer, except when his re-engagement takes place at least one month after the termination of his employment.

(c) Any employee not attending for duty shall lose his pay for the actual time of such non-attendance unless he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence. Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than four days in each year.

(d) Employment shall be terminated only by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only, or to deduct payment for any day 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. Provided that where an employer orders employees not to work on rainy days because of the state of the weather, such order shall not deprive such employees of their claim for payment under the weekly engagement, but if such employees cease work on rainy days without being ordered to do so they shall not be entitled to payment for time so lost.

HOURS.

(6) (a) For an employee not working on shift the ordinary working hours per week and per day respectively shall be of the same number as those worked in the particular workshop, factory or working place, at which such employee works, by the majority of the employees not working on shift who are engaged therein in connexion with the operations for which is used the power or steam supplied with the aid of such employee. Provided that if the number of hours worked by such majority exceeds 48 per week the ordinary working hours for such employee shall not exceed 48 per week nor 8½ in any one day if a six-day week be worked nor 9½ hours in any one day if a five-day week be worked.

(b) For employees not working on shift a regular starting and finishing time shall be fixed which shall not be changed except after notice of at least a week to the employee concerned.

(c) For employees working on shift the ordinary working hours shall be as provided in clause (11).

(d) Time occupied in raising steam or in starting up, closing down engines or banking fires shall be regarded as time worked but where the number of ordinary working hours as provided in sub-clause (a) is less than 48 per week, and the time so occupied causes the employee to work an excess over such number of working hours, he shall to the extent of the difference between such number and 48 hours per week receive additional payment at the ordinary rate only per hour for working such excess, notwithstanding clause (8) hereof.

(e) In country and bush saw-mills, each engine-driver or fireman, when so engaged, shall be allowed the following time at ordinary rates for preparing or closing down engines or for raising steam or banking fires on boilers:—

(i) If such engine-driver or fireman be resident at the mill site, one hour per day.

(ii) Where such engine-driver or fireman resides away from the mill site, one hour and a half per day.

MEAL INTERVAL.

(7) Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 45 minutes nor more than one hour on all working days except Saturday. Such meal interval shall not be deemed to be time worked and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

OVERTIME.

(8) (a) For all time worked on week-days outside the hours prescribed in clause (6) hereof, or during the meal interval prescribed in clause (7) hereof, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

(b) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 1s. 6d.; or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime, he shall be paid for each meal as provided.

HOLIDAYS.

(9) All employees shall be entitled to the same holidays as are observed by the general body of employees of the industry in which they are employed.

SUNDAY AND HOLIDAY RATES.

(10) (a) In the case of continuous or recurring work necessarily done in the ordinary course directly for the establishment's usual production or service upon Sundays or holidays, as well as upon other days of the week, ordinary time or shift worked on a Sunday or holiday shall be paid for at the rate of time and a half, but in all other cases all time on duty on Sundays or holidays as herein prescribed shall be paid for at the rate of double time. Provided that time worked on Sundays or holidays as herein prescribed shall be paid for at the rate of time and a half whenever repairs to, maintenance or renewals of engines, boilers, or other machinery in any undertaking has necessarily to be done on Sundays or holidays to allow work to proceed properly next day.

(b) To complete a shift an employee may be required to work up to 6 a.m. on a holiday at ordinary rates provided that such employee is not required to work his usual shift commencing on the holiday.

SHIFT WORK.

(11) (a) Except as otherwise provided elsewhere herein, employees on shifts may be required to work up to an average of six shifts per week spread over a period of one, two, three or four weeks, no such shift to exceed eight hours, including such time as by mutual agreement may be taken for meals.

(b) (i) There shall be a roster of shifts which shall provide for rotation unless all the employees concerned desire otherwise, and for not more than eight shifts to be worked in any nine consecutive days, and which shall not be changed until after four weeks' notice.

(ii) So far as employees present themselves for work in accordance therewith shifts shall be worked according to the roster.

(c) Notwithstanding the preceding sub-clauses (a) and (b) where in any particular workshop, factory or working place at which an employee working on shift is engaged, the majority of the employees working on shift therein in connexion with the operations for which is used the power or steam supplied with the aid of such employee work shifts not in accordance with such sub-clauses (a) and (b), such employee shall for his ordinary hours of work, work shifts similar in length, roster conditions and crib-times to those of such majority, but this sub-clause shall not apply when such shifts exceed in the aggregate 192 hours in any period of four consecutive weeks, in which case the preceding sub-clauses (a) and (b) shall apply.

(d) Notwithstanding the preceding sub-clauses (a) and (b) where in any particular workshop, factory or working place at which an employee working on shift is engaged, the majority of the employees working therein in connexion with the operations for which is used the power or steam supplied with the aid of such employee work ordinary hours averaging less in number than 48 per week, the shifts of such employee shall be of such a number, duration and arrangement as to limit his ordinary hours on duty to an average number per week of the employment not exceeding the average number of hours per week worked by such majority of other employees. Provided that if the average worked by such majority is less than 44 hours per week, the average number of ordinary hours on duty for such employee shall be 44 per week.

(e) For work done by a shift worker outside the ordinary hours of his shift, double time shall be paid. But this shall not apply to arrangements between employees themselves or in case due to rotation of shift or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(f) Employees working afternoon or night shifts which continue for more than one month shall be paid 5 per cent. more than ordinary rates for such shifts. If such shifts continue for less than one month but for more than five nights 10 per cent. extra shall be paid. If such shifts only continue for five afternoons and nights or less, overtime rates shall be paid. Any shift starting before 6 a.m. or after 10 a.m. shall be deemed to be an afternoon or night-shift.

(g) Where in any particular workshop, factory or working place at which an employee working on shift is engaged, the majority of the employees working on shift therein in connexion with the operations for which is used the power or steam supplied with the aid of such employee receive compensation by way of annual leave or otherwise for working Saturday afternoon, holiday and/or Sunday shifts, such employee shall be given similar compensation for working such shifts.

MIXED FUNCTIONS.

(12) (a) Where the employment or work involves functions of a mixed character, the minimum wages to be paid to the employee for the day or part of a day he is so employed shall be calculated as if he performed such only of the said functions as involve the highest rate of wages under this Determination. If so employed for any part of a day he shall be paid at the highest rate for the whole of such day.

(b) Engine-drivers whilst in charge of their engines shall only be required to perform such work as may be within the scope of or incidental to the generation, use and application of engine power and engine driving. Provided that engine-drivers in charge of engines supplying power to any intermittent process involving regular stoppages may during such stoppages be required to perform any work necessary or incidental to such intermittent process.

TIME AND WAGES BOOK.

(13) (a) Each employer shall keep a time and wages book at his depot or yard or at an office convenient thereto showing the name of each employee, the time of starting and finishing work each day, and the amount of overtime worked and the wages paid to each employee.

(b) Such time and wages book shall on demand be produced at reasonable times by the employer for inspection to an official of the Federated Engine-drivers and Firemen's Association of Australasia duly authorized in writing by the president and secretary of the local branch or sub-branch of the said Association at the place where the time and wages book is kept.

(c) Provided that an employer may at his option, in lieu of the time and wages book, provide a mechanical clock for the purpose of recording the time of each employee in which case each employee shall, at the end of the week, enter the wages and overtime received on some card or check used in connexion with such clock and such card or check shall be deemed to be the time and wages book.

RIGHT OF ENTRY OF UNION OFFICIALS.

(14) A duly accredited representative of the Federated Engine-drivers and Firemen's Association of Australasia not more than once a fortnight shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed during the midday meal hour for the purpose of interviewing employees on legitimate union business.

If any representative is unduly interfering or is creating disaffection amongst his employees or is offensive in his methods, such employer may refuse the right of entry.

LIMITATION OF EMPLOYEE'S LIABILITY.

(15) Where an employer has made payment to an employee which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums prescribed by this Determination in respect of any service rendered to such employer during such period unless within a period of six calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee or some person on his behalf.

EXTRA RATES NOT CUMULATIVE.

(16) Extra rates in this Determination prescribed are not cumulative so as to exceed the maximum of double the ordinary rates.

DEFINITIONS.

(17) (a) "Engine-driver" shall mean and include any person who operates or drives any engine or engines, the motive power of which is either steam, gas, oil, water, compressed air or electricity.

(b) "Winch-driver" shall mean and include an engine-driver in charge of and working a geared winding engine (other than a Holman or similar hoist) with cylinders not more than eight inches in diameter.

(c) An engine-driver shall be deemed to be "in charge of plant"—

(i) When two or more drivers are employed at the plant at one time, and he is the driver invested with the superintendence and responsibility; or

(ii) When a driver, being the only person of his class employed on the plant, does the general repair work of the plant in addition to the work of engine-driving, but not when he merely assists the fitter or engineer to do such work.

(d) "Sub-station attendants in charge of sub-stations" shall mean and include a person in charge of and attending to machinery (other than a static transformer) receiving electric power from a central source and converting such power into a form suitable and used for general distribution.

(e) "Motor-driver or attendant" shall mean and include a person who attends to an electric motor or motors of ten horse-power or more in the aggregate, and performs any duties of oiling, or cleaning, or attending to commutators, brushes, fuses or switches.

(f) "Casual employee" shall mean and include an employee competent to do the work he is engaged to do who is dismissed or refused work without any fault of his own before the expiration of six days from the date he starts work, but shall not include an employee usually engaged in another capacity by the employer concerned and who is called upon to do work coming under the terms of this Determination.

APPLICATION OF DETERMINATION.

(18) (a) This Determination shall not apply to the driving of any internal combustion engine of 30 or less b.h.p. or any engine or electric motor or any pump air compressor, pneumatic or small hoist on which no engine-driver or fireman or greaser is employed as such, but the starting and stopping of and attention to which is done by an employee the greater part of whose time is taken up with other work.

(b) So long as the conditions as to annual leave, rates of pay for Sunday work and the granting of three holidays between Christmas and New Year continue the Melbourne and Metropolitan Board of Works is exempted from clause (11), sub-clause (f), of this Determination.

(c) Until further order the Melbourne Harbor Trust Commissioners are exempted from clauses (6) to (17) inclusive of this Determination so long as present conditions of labour are observed with the following additions:—

Employees of the Melbourne Harbor Trust employed driving electrically-driven three-ton travelling jib cranes in connexion with the loading or unloading of cargo to or from vessels shall during the time they are so engaged be paid 10 per cent. more than the ordinary rate prescribed for the first eight hours forty-five minutes worked on Monday to Friday inclusive and four hours fifteen minutes on Saturday.

For all time worked in excess of the times proscribed in this sub-clause overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 16th May, 1939.

