



VICTORIA GOVERNMENT GAZETTE.

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WEDNESDAY, MAY 31.

[1939

HOLIDAY.—KING'S BIRTHDAY.

It is hereby notified that on

MONDAY, THE 12TH JUNE, 1939,

the Public Offices will be closed, that day having been proclaimed on the 24th January, 1939, a Public Holiday throughout the State of Victoria.

H. S. BAILEY,

Chief Secretary.

Chief Secretary's Office.

Melbourne, the 18th May, 1939.

LEVÉE AT PARLIAMENT HOUSE, MELBOURNE.

In honour of the birthday of His Majesty King George VI., His Excellency the Lieutenant-Governor (The Honorable Sir Frederick Mann, K.C.M.G.) will hold a Levée at Parliament House, Spring-street, Melbourne, at 10.15 a.m. on Thursday, the 8th June, 1939.

Private entrée cards will admit recipients to the south door of the Spring-street entrance at Parliament House at 10 a.m. All others will enter by the north door of the Spring-street entrance at 10.15 a.m.

In accordance with the custom followed at Levées held by His Majesty the King, there will be no precedence in the order of presentation, but it is requested that members of the Service and all public bodies group themselves together as far as possible.

It is requested that those entitled to wear uniform or official dress do so.

On the occasion of the celebration of the King's birthday, His Excellency is anxious to receive as many citizens as possible, and will therefore be pleased to receive those not entitled to wear uniform or official dress in their ordinary morning or business dress.

It is particularly desired that gentlemen attending the Levée should provide themselves with a card on which should be printed, typed, or written in clear handwriting their names in order to facilitate announcement to His Excellency.

By His Excellency's Command,

H. A. F. WILKINSON, Lieut.-Colonel.

Private Secretary.

PUBLIC HIGHWAY.—SHIRE OF CORIO.

PROCLAMATION

By His Excellency the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by the *Local Government Act 1928* (No. 3720), section 518, it is amongst other things enacted that it shall be lawful for the Governor in Council at any time, and from time to time, upon the request of the council of any municipality, by notice in the *Government Gazette*, to declare any land reserved, used, or by purchase or exchange acquired for a street, road, highway, thoroughfare, bridge, square, court, alley, or right-of-way to be a public highway, and that such land shall thereupon and thenceforth from the date of such Proclamation become and be absolutely dedicated to the public as a public highway within the meaning of any law then or thereafter in force: And whereas the Council of the Shire of Corio has requested that the land hereinafter mentioned, which has been used as a street by the said Council within the said shire, be so declared to be a public highway: Now therefore I, the Lieutenant-Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, do by this Proclamation declare the land used as a street hereinafter described, and situated within the Shire of Corio aforesaid, to be a public highway within the meaning of the said Act, viz.:—

PUBLIC HIGHWAY.—SHIRE OF CORIO.

Cliff Street.

All that piece of land commencing at a point on the north side of Victoria-street being the south-eastern corner of Crown allotment 58, Parish of Moorpanyal, County of Grant: thence by a line bearing north 6 deg. west a distance of one hundred and ninety-nine feet one inch (199' 1"); thence by a line westerly a distance of twenty-four feet (24'); thence by a line south 5 deg. 43 min. east a distance of one hundred and ninety-nine feet (199') to the north side of Victoria-street; thence easterly along the said north side of Victoria-street for a distance of twenty-five feet (25') to the commencing point.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this thirtieth day of May, in the year of our Lord One thousand nine hundred and thirty-nine, and in the third year of the reign of His Majesty King George VI.

(L.S.)

F. W. MANN.

By His Excellency's Command,

GEO. L. GOUDIE,
Commissioner of Public Works.

God SAVE THE KING!

Land Act 1928.

AREAS OF LANDS COMPRISED IN CERTAIN CLASSES DIMINISHED OR INCREASED.

PROCLAMATION

By His Excellency the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by the Land Act 1928 it is amongst other things enacted that the Governor in Council may, by Proclamation to be published in the Government Gazette, at any time diminish or increase the area of land comprised in any of the classes mentioned in Part I., Division 1, section 5, of the said Land Act 1928, but that the area of lands which may be sold by auction (Class 6) shall not be increased except as in certain cases in the said Act provided: Now therefore I, the Lieutenant-Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, and in accordance with the provisions of sections 94 and 117 of the Land Act 1928 aforesaid, do hereby diminish or increase (as the case may be) the areas of Crown land comprised in Classes 1 and 3 of the classes mentioned in section 5 of the Land Act 1928 aforesaid to the extent set forth in the subjoined Schedule (that is to say):—

Schedule referred to.

CLASSES DIMINISHED OR INCREASED.

County.	Parish.	Allotment.	Area.	Diminished.	Increased.	Description.
				Class.	Class.	
Polwarth ...	Wyelangta ...	Part 49 of B	A. R. P. 40 ±	1	3	In west of parish Geelong, 249/44.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this thirtieth day of May, in the year of our Lord One thousand nine hundred and thirty-nine, and in the third year of the reign of His Majesty King George VI.

(L.s.)

F. W. MANN.

By His Excellency's Command,

A. E. LIND,
Commissioner of Crown Lands and Survey.

GOD SAVE THE KING!

Vermin and Noxious Weeds Act 1928.

CERTAIN PLANT DECLARED TO BE A NOXIOUS WEED.
—SHIRE OF KARKAROOC.

PROCLAMATION

By His Excellency the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

IN pursuance of the provisions of section 6 of the Vermin and Noxious Weeds Act 1928 (No. 3799), I, the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council of the said State, do by this my Proclamation declare the plant named hereunder to be a noxious weed for the purposes of the above Act within the Shire of Karkaroc, viz.:—

Centaurea pteris, Pall. ("Hard Head Thistle").

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this thirtieth day of May, in the year of our Lord One thousand nine hundred and thirty-nine, and in the third year of the reign of His Majesty King George VI.

(L.s.)

F. W. MANN.

By His Excellency's Command,

A. E. LIND,
Commissioner of Crown Lands and Survey.

GOD SAVE THE KING!

Vegetation and Vine Diseases Act 1928 (No. 3797).

INSECT AND DISEASE DECLARED.

PROCLAMATION

By His Excellency the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

IN pursuance of the powers conferred upon me by the Vegetation and Vine Diseases Act 1928 (No. 3797), I, the Lieutenant-Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, do by this my Proclamation declare to be an insect within the meaning and for the purposes of the Vegetation and Vine Diseases Act 1928, the insect named hereunder. And I further declare every abnormal condition of or in any plant, or of or in the product or part of any of the same, whether consisting of the presence of or caused by or due to the operations, development, growth, or decay of the insect hereunder named, shall be a disease within the meaning and for the purposes of the Vegetation and Vine Diseases Act 1928:—

The insect *Pieris rapae* L., commonly known as the Cabbage Butterfly.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this thirtieth day of May, in the year of our Lord One thousand nine hundred and thirty-nine, and in the third year of the reign of His Majesty King George VI.

(L.s.)

F. W. MANN.

By His Excellency's Command,

E. J. HOGAN,
Minister of Agriculture.

GOD SAVE THE KING!

APPOINTMENTS.

His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Orders made on the 23rd day of May, 1939, been pleased to make the following appointments, viz.:—

DEPARTMENT OF AGRICULTURE.

Inspector of Stock.

BRYAN HENRY EGERTON BARRACLOUGH, Veterinary Inspector.

in accordance with the provisions of section 5 of Part I. of the *Stock Diseases Act 1928*, to be an Inspector of Stock under the said Act, without addition to salary and for the period during which he shall continue to be employed in his present capacity.

DEPARTMENT OF CHIEF SECRETARY.

Member of Zoological Board.

Councillor THOMAS SYDNEY NETTLEFOLD, O.B.E. (nominated by the Melbourne City Council), pursuant to the provisions of section 5 of the *Zoological Gardens Act 1936*, to be a Member of the Zoological Board of Victoria for the period ending 16th May, 1941, vice Councillor Sir Alexander G. Wales, resigned.

Electoral Registrar (Acting).

THOMAS CHRISTY McCLELLAND to be Electoral Registrar (Acting) for the Blyth and Brunswick West Subdivisions of the Electoral District of Brunswick; for the Edward Subdivision of the Electoral District of Carlton; and for the Coburg and Mitchell Subdivisions of the Electoral District of Coburg; to take effect on and from 10th May, 1939, during the absence on leave of William Bushby.

Member of Appeal Board.

ARCHIBALD HERBERT MACKENZIE, Superintendent of Police, pursuant to the provisions of clause 9 of Chapter 22 of the Police Regulations, to be a Member of the Appeal Board for the year 1939.

DEPARTMENT OF MENTAL HYGIENE.

Superintendent (Acting).

JUSTIN RICHARD VERNON FORTON (Dr.) pursuant to the provisions of the Lunacy Acts, to be Superintendent (Acting) of the Mental Hospital, Beechworth, to date from 22nd May, 1939, during the absence on leave of William B. Ryan (Dr.).

Official Visitor.

DAVID CANFIELD, Esq., J.P., pursuant to the provisions of the Lunacy Acts, to be an Official Visitor for the Mental Hospital, Beechworth, vice William Polmear, Esq., J.P., resigned.

In pursuance of the provisions contained in the *Public Service Act 1928* and in the Lunacy Acts, the Permanent Head of the Department having requested that vacancies which have occurred should be filled, and the Director of Mental Hygiene having certified that appointments are required, that there are no persons available and fit in the Public Service to be promoted or transferred to fill the vacant offices, and that the persons named hereunder are entitled, under the provisions of the *Public Service Act 1928*, to be appointed to fill such vacancies on probation for twelve months, and to take effect from the date mentioned in each case, that is to say:—

Nurses, Grade III.

MAY VICTORIA DOOHAN—3rd May, 1939.
MARY EDNA MURRAY—3rd May, 1939.

Attendant, Grade III.

CARL NORTHRUP—4th May, 1939.

DEPARTMENT OF LANDS AND SURVEY.

Draughtsmen.

WILLIAM IAN MUNRO, and ALLAN CEDRIC BROWN to be Draughtsmen, Class "E," Professional Division, Department of Lands and Survey; vacancies having occurred, and the Public Service Commissioner having certified on the 6th May, 1939, that appointments are required, that there are no persons available and fit in the Public Service to be promoted or transferred to fill the vacant offices, and that the persons named are fit and proper persons and duly qualified to be appointed to fill such vacancies on probation for three months.

Trustees of Site.

CYRIL THOMAS VARY, and HARRY LESLIE THOMAS to be Trustees of the land permanently reserved on the 24th June, 1902, as a site for a Racecourse in the Parish of Kyabram East, in the place of Richard Henry Trevasakis and John Euston Stokes, deceased.

DEPARTMENT OF LAW.

Deputy Clerk of the Peace, &c.

WILLIAM HENRY JOHN ERROL to be Deputy Clerk of the Peace, Registrar of the County Court, Clerk of Petty Sessions, and Clerk of the Children's Court at Mildura, and Clerk of Petty Sessions and Clerk of the Children's Court at Redcliffs; and as Deputy Clerk of the Peace and Registrar of the County Court at Mildura, appointed by virtue of section 92 of the *Juries Act 1928*, to do and perform with respect to the Courts at that place, in the place and stead of the Sheriff, all such acts and things as the Sheriff is, by the said Act, authorized or required to do or perform, in the place of J. Hogan, transferred.

Magistrates.

JOHN HENRY PATTERSON, 7 Irving-avenue, Box Hill, and FREDERICK HARRISON MCINNIS, Outtrim, to Keep the Peace in the Central Bailiwick of the State of Victoria; and

LEO AUGUSTINE JACK CRAWFORD, Benalla, and WILLIAM MARK CAMPBELL, Tallangatta, to Keep the Peace in the Northern Bailiwick of the State of Victoria.

Probation Officers.

JOSEPH PATRICK O'BRIEN, Beechworth, and CLIFFORD JOHN NASH, Warburton, to be Probation Officers, pursuant to the provisions of section 8 of the *Children's Court Act 1928*, for the Children's Court at Beechworth and Warburton respectively.

Commissioner for Taking Declarations, &c.

ROY CYRIL JAMES, Officer of the Department of Lands and Survey, to be a Commissioner for taking Declarations and Affidavits under the provisions of Division 8 of Part IV. of the *Evidence Act 1928*, to refrain from charging fees, and to resign upon ceasing to occupy his present position.

Clerk of Petty Sessions.

ALLAN EDWIN O'CONNELL to be Clerk of Petty Sessions at Camberwell and Malvern, in the place of W. H. J. Errol, promoted.

Sworn Valuator.

WILLIAM HOGG, 5 Carmichael-street, West Footscray, to be a Sworn Valuator, pursuant to the provisions of section 14 of the *Transfer of Land Act 1928* (No. 3791), for the County of Bourke.

DEPARTMENT OF PUBLIC WORKS.

Wharf Managers.

First Constable FRANK ALBERT GOSLING, No. 7729, to be Wharf Manager at St. Leonards, to carry out that portion of Part II. of the *Marine Act 1928*, which relates to the management of public wharfs, and to be an officer under section 19 of such Act to levy and collect wharfage rates thereat; and

First Constable HAROLD EDWARD HOPKINS, No. 7676, to be Wharf Manager at Port Welshpool, to carry out that portion of Part II. of the *Marine Act 1928*, which relates to the management of public wharfs, and to be an officer under section 19 of such Act to levy and collect wharfage rates thereat.

DEPARTMENT OF TREASURER.

Receiver of Revenue.

WILLIAM HENRY JOHN ERROL to be Receiver of Revenue, Mildura, vice J. Hogan, transferred.

C. W. KINSMAN,
Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, 23rd May, 1939.

APPOINTMENTS.

OFFICERS OF THE FIFTH CLASS, CLERICAL DIVISION.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Orders made on the 23rd day of May, 1939, been pleased to appoint the under-mentioned persons to be Officers of the Fifth Class, Clerical Division, at the office shown opposite their respective names; vacancies having occurred, and the Public Service Commissioner having certified on the dates shown opposite their respective names that appointments are required, that there are no persons available and fit in the Public Service to be promoted or transferred to fill the vacant offices, and that the persons named are entitled, under the provisions of the *Public Service Act 1928*, to be appointed to fill such vacancies on probation for six months:—

DEPARTMENT OF CHIEF SECRETARY.

LESLIE WILLIAM CARVER, Accident Insurance Office—6th May, 1939.
 FREDERICK MARCUS CLARKE, Accident Insurance Office—9th May, 1939.

DEPARTMENT OF LAW.

THOMAS JOSEPH CARROLL, Office of Titles—12th May, 1939.

DEPARTMENT OF TREASURER.

KEITH DESMOND GAMBLE, Taxation Branch—6th May, 1939.
 ANDREW FRANCIS NICHOLSEN, Taxation Branch—12th May, 1939.

C. W. KINSMAN,

Clerk of the Executive Council.

At the Executive Council Chamber,
 Melbourne, the 23rd May, 1939.

RESIGNATIONS.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Orders made on the 23rd day of May, 1939, accepted the resignations of the persons named hereunder of the offices mentioned, viz.:—

DEPARTMENT OF CHIEF SECRETARY.

Councillor Sir ALEXANDER GEORGE WALES, as Member of the Zoological Board of Victoria.

DEPARTMENT OF MENTAL HYGIENE.

GRACE CHARLOTTE DOBNEY, as Nurse, Grade III., Mental Defectives Branch, Department of Mental Hygiene, to date from and inclusive of 28th May, 1939.

WILLIAM POLMEAR, Esq., J.P., as Official Visitor for the Mental Hospital, Beechworth.

DEPARTMENT OF LAW.

FRANK HARDY PHILLIPS and HAROLD GEORGE TURNER, as Commissioners for taking Declarations and Affidavits under the provisions of the *Evidence Act 1928*.

HOBACE FRANCOIS ANDREWS as a Probation Officer, pursuant to the provisions of the *Children's Court Act 1928*, for the Children's Court at Beechworth.

WILLIAM KANE as a Probation Officer, pursuant to the provisions of the *Children's Court Act 1928*, for the Children's Court at Maryborough.

GRESHAM HUGHES, from the Commission of the Peace for the Midland Bailiwick of the State of Victoria.

MAUD ALICE ROBERTS from the Commission of the Peace for the Central and Eastern Bailiwicks of the State of Victoria.

C. W. KINSMAN,

Clerk of the Executive Council.

At the Executive Council Chamber,
 Melbourne, 23rd May, 1939.

Thornbury Land Act 1932 (No. 4004).

FIXING PRICE TO BE CHARGED FOR BRICKS SUPPLIED TO THE BOARD OF LAND AND WORKS.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth, by an Order made on the 30th May, 1939, hereby approve that the price of bricks, as supplied by the Glen Iris Brick, Tile, and Terra Cotta Company Proprietary Limited to the Board of Land and Works for the period commencing the first day of April, 1939, to the thirty-first day of March, 1940, be at the rate of 50s. per thousand.

C. W. KINSMAN,
 Clerk of the Executive Council.

At the Executive Council Chamber,
 Melbourne, the 30th day of May, 1939.

MATRON, GENERAL DIVISION, PENTRIDGE GAOL, PENAL AND GAOLS BRANCH, DEPARTMENT OF CHIEF SECRETARY.

APPLICATIONS will be received by the Public Service Commissioner (Victoria), up to Friday, the 9th June, 1939, from officers of the Public Service of Victoria who are qualified for appointment to the above-mentioned position.

Yearly Salary.—£224, minimum; £250, maximum.

Duties.—To have charge (under the Governor) of the Female Division, Penal Establishment, Pentridge, and to be responsible for the management and discipline of the Division.

Qualifications.—To have experience in institutional and staff management and to possess tact, personality, and ability to influence and control delinquent females.

By order,

J. FRAZER,
 Secretary.

Office of the Public Service Commissioner (Victoria),
 Melbourne, 30th May, 1939.

Act No. 3757, Section 66 (L).

REGULATIONS.—PROFESSIONAL DIVISION.

CHAPTER II.

THE Public Service Commissioner, in pursuance of the powers vested in him, hereby amends Chapter II. of the Public Service Regulations as shown below, and submits the same for the approval of the Governor in Council:—

Department and Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
DEPARTMENT OF AGRICULTURE.	£	£
Classes "B." and "A."		
Add—Principal, School of Dairy Technology, and Chief Dairy Research Officer ..	650	750
<i>To take effect as from and inclusive of the 12th May, 1939.</i>		

J. HARNETTY,
 Public Service Commissioner.

J. FRAZER,
 Secretary.

Office of the Public Service Commissioner,
 Melbourne, 12th May, 1939.

Approved by the Governor in Council,
 23rd May, 1939.

C. W. KINSMAN,
 Clerk of the Executive Council.

Public Service (Transfer of Officers) Act 1937 (No. 4511).

Provisional Return made pursuant to Section 4 of Act No. 4511.

SUPPLEMENTARY RETURN—WATER SUPPLY DEPARTMENT.

Clerical Division.

Name of Officer.	Classification.		Emoluments.		
	Class.	Sub-division.	Yearly Rate of Salary.	Yearly Rate of Allowance.	Total.
Coghlan, William George ..	5	1	£ 91	..	£ 91

J. HARNETTY,
 Public Service Commissioner.

Office of the Public Service Commissioner (Victoria),
 Melbourne, 30th May, 1939.

BENALLA WATERWORKS TRUST.

RATING BY-LAW.

THE Benalla Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes, otherwise than by measure, of One shilling and two pence in the pound on the annual municipal valuation of lands and tenements liable to be rated within the Benalla Urban District.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than land on which there is no building) be less than Twenty-five shillings, and in respect of any land on which there is no building less than Fifteen shillings.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing the first day of January, 1939, and shall be payable on the 1st day of June, 1939, at the office of the said Trust.

For water supplied by the Trust for domestic as well as for other than domestic purposes by measure (except in cases of special agreement with the Trust), the minimum quantity of water to be charged for in respect of all lands and tenements shall be the quantity for which the charge of One shilling and two pence per 1,000 gallons would be equal to the amount of the rate which would be payable for the lands and tenements so supplied if supplied otherwise than by measure. All water supplied by measure by the Trust in excess of such aforesaid quantity shall be charged for at the rate of Six pence per 1,000 gallons. The charge for water supplied by measure shall be payable on demand.

Passed by the Trust this 16th day of March, 1939.

THOS. HANLON, Chairman.

(SEAL) W. McCALL SAY, Commissioner.

R. J. MURRAY, Secretary.

KERANG SEWERAGE AUTHORITY.

RATING BY-LAW FOR 1939.

THE Kerang Sewerage Authority, in pursuance and exercise of the powers conferred by the Sewerage Districts Acts, doth hereby make—

1. A sewerage rate of Two shillings in the pound on the annual municipal valuation of lands and tenements liable to be rated within the Kerang Sewerage District.

2. A special rate of Three pence in the pound on the annual municipal valuation of lands and tenements liable to be rated within the Kerang Sewerage District and which are sewered properties.

Such rates are to be made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing on the first day of January, 1939, and shall be payable on the first day of July, 1939, at the office of the said Authority.

The resolution for passing the foregoing By-law was agreed to by the Kerang Sewerage Authority on the 26th April, 1939, and was confirmed by the said Authority on the 13th May, 1939.

G. S. GREENWOOD, Chairman.

(SEAL) GEO. MCC. HAWTHORNE, Member.

A. K. LYALL, Secretary.

SWAN HILL SEWERAGE AUTHORITY.

RATING BY-LAW FOR 1939.

THE Swan Hill Sewerage Authority, in pursuance and exercise of the powers conferred by the Sewerage Districts Acts, doth hereby make a sewerage rate of Two shillings (2s.) in the pound on the annual municipal valuation of lands and tenements liable to be rated within the Swan Hill Sewerage District: Provided that in no case shall the amount of rates payable in respect of any land or tenement be less than Twenty shillings.

Such rate is made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing the first day of January, 1939, and shall be due and payable on the 31st day of May, 1939, at the office of the said Authority.

Passed this 19th day of May, 1939.

(SEAL) E. G. GRAY, Chairman.

W. BELL, Secretary.

The foregoing By-laws, made by the Benalla Waterworks Trust and the Kerang and Swan Hill Sewerage Authorities, were approved by the Governor in Council on the 30th May, 1939.

C. W. KINSMAN,
Clerk of the Executive Council.

DEPARTMENT OF LAW.

COURTS OF PETTY SESSIONS.—DAYS AND HOURS ALTERED.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Order made on the 23rd May, 1939, appointed the days and hours mentioned in the second column of the schedule below as the days and hours for the holding of Courts of Petty Sessions at the places named in the first column of the said schedule, in lieu of the days and hours heretofore appointed:—

SCHEDULE.

Place.	Day and Hour Appointed.
Kyneton ...	Every Tuesday and Thursday at 10 o'clock a.m. from and inclusive of the 6th June, 1939.
Maldmsbury ...	Every alternate Friday at 11 o'clock a.m., from and inclusive of the 2nd June, 1939.

C. W. KINSMAN,

Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, the 23rd May, 1939.

DEPARTMENT OF LANDS AND SURVEY.

LAND SET APART.—ORDER IN COUNCIL RESCINDED AS TO PART.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Order made on the 23rd May, 1939, rescinded the Order in Council dated the 4th May, 1927, setting apart certain areas for Closer Settlement purposes, pursuant to section 75 of the *Closer Settlement Act 1915* (No. 2629), as amended by section 14 of the *Closer Settlement Act 1915* (No. 2987), so far as it relates to allotments 8, 9, and 10, section 16, Township and Parish of Lismore.

C. W. KINSMAN,

Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, the 23rd May, 1939.

Dairy Products Acts.

QUOTAS FOR BUTTER AND CHEESE.

BUTTER QUOTA.

I. E. J. HOGAN, Minister of Agriculture in the State of Victoria, after consultation with the Victorian Dairy Products Board, and after ascertaining that the supply and distribution of butter at reasonable prices to consumers thereof in Victoria will be ensured, hereby determine a quota for butter as follows:—

The proportion shall be Sixty per cent.

The period for which this quota is to operate shall be the month of June, 1939.

CHEESE QUOTA.

I. E. J. HOGAN, Minister of Agriculture in the State of Victoria, after consultation with the Victorian Dairy Products Board, and after ascertaining that the supply and distribution of cheese at reasonable prices to consumers thereof in Victoria will be ensured, hereby determine a quota for cheese as follows:—

The proportion shall be Sixty-six and two-thirds per cent.

The period for which this quota is to operate shall be the month of June, 1939.

E. J. HOGAN,

Minister of Agriculture.

26th May, 1939.

Farmers' Debts Adjustment Act 1935.

CANCELLATION OF STAY ORDERS.

NOTIFICATION is hereby given that the Stay Orders issued to the under-mentioned farmers have been cancelled by the Farmers' Debts Adjustment Board, such cancellation to take effect on and from the 31st May, 1939:—

No. of Stay Order; Name; Address.

2234; Campbell, Elise Lydia May, as legal personal representative of G. C. Campbell, deceased; Hoddle.

3432; Dymke, Frederick Reinhold; Quantong.

610; Lowen, Henry John; Mt. Burnett, via Cockatop.

2664; Murphy, William Joseph; Dunnstown.

4170; Smith, William Leslie; Mandurang.

321; Thompson, Arthur Edward; Undera.

1858; Wynne, Alfred Ernest; Woorren, via Leongatha.

W. R. MANN, Secretary,
Farmers' Debts Adjustment Board.

30th May, 1939.

Local Government Act 1928.

SHIRE OF WOORAYL.

ORDER FOR DEVIATION OF PUBLIC HIGHWAY.

IN pursuance of the powers conferred by sections 521 and 525 of the *Local Government Act 1928*, the Council of the Shire of Woorayl doth hereby order that the lands hereinafter described shall be a public highway from and after the date of the publication of this order in the *Government Gazette*, namely:—

Firstly.—All that piece of land, being part of allotment 87A, Parish of Allambee, County of Buln Buln, commencing at the south-west angle of allotment 82A in the said Parish and county; thence S. 8 deg. 42 min. W. 300 links to the point of commencement; thence N. 41 deg. 12 min. E. 230 links; S. 65 deg. 8 min. E. 240 links, S. 38 deg. 34 min. E. 400 links, S. 68 deg. 37 min. E. 310 links, S. 27 deg. 51 min. E. 512.7 links, N. 64 deg. 13 min. W. 168.6 links, N. 27 deg. 51 min. W. 339.7 links, N. 68 deg. 37 min. W. 299.6 links, N. 38 deg. 34 min. W. 403.2 links, N. 65 deg. 8 min. W. 141.5 links, S. 41 deg. 12 min. W. 312.1 links, N. 8 deg. 42 min. E. 186.1 links to the point of commencement.

Secondly.—All that piece of land, being part of the said allotment 87A, commencing at the south-west angle of the said allotment 82A; thence S. 8 deg. 42 min. W. 1,452.7 links, S. 62 deg. 21 min. E. 255 links, N. 61 deg. 17 min. E. 961 links, S. 64 deg. 13 min. E. 199 links to the point of commencement; thence S. 64 deg. 13 min. E. 232.2 links, N. 71 deg. 21 min. W. 200 links, N. 27 deg. 51 min. W. 41.9 links to the point of commencement.

Thirdly.—All that piece of land, being part of the said allotment 87A, commencing at the south-west angle of the said allotment 82A; thence S. 8 deg. 42 min. W. 300 links, N. 41 deg. 12 min. E. 230 links, S. 65 deg. 8 min. E. 240 links, S. 38 deg. 34 min. E. 400 links, S. 68 deg. 37 min. E. 310 links, S. 27 deg. 51 min. E. 547.5 links, S. 71 deg. 21 min. E. 160.1 links to the point of commencement; thence S. 71 deg. 21 min. E. 585.8 links, S. 50 deg. 48 min. E. 441 links, N. 58 deg. 24 min. W. 291.8 links, N. 64 deg. 13 min. W. 719.9 links to the point of commencement.

Fourthly.—All that piece of land, being part of the said allotment 87A, commencing at the south-west angle of the said allotment 82A; thence S. 8 deg. 42 min. W. 1,452.7 links, S. 62 deg. 21 min. E. 255 links, N. 61 deg. 17 min. E. 961 links, S. 64 deg. 13 min. E. 1,139.4 links, S. 58 deg. 24 min. E. 280.2 links to the point of commencement; thence S. 58 deg. 24 min. E. 123.4 links, N. 69 deg. 24 min. W. 51.2 links, N. 50 deg. 48 min. W. 73.8 links to the point of commencement.

Fifthly.—All that piece of land being part of the said allotment 87A, commencing at the south-west angle of the said allotment 82A; thence S. 8 deg. 42 min. W. 300 links, N. 41 deg. 12 min. E. 230 links, S. 65 deg. 8 min. E. 240 links, S. 38 deg. 34 min. E. 400 links, S. 68 deg. 37 min. E. 310 links, S. 27 deg. 51 min. E. 547.5 links, S. 71 deg. 21 min. E. 751.9 links, S. 50 deg. 48 min. E. 505 links, S. 69 deg. 24 min. E. 44.3 links to the point of commencement; thence S. 69 deg. 24 min. E. 199.6 links, S. 50 deg. 11 min. E. 266.5 links, N. 58 deg. 24 min. W. 459.7 links to the point of commencement.

And the said council doth hereby further order that the lands above described shall from the date of the said publication in the *Government Gazette* be a public highway in lieu of the lands hereinafter described, namely:—

Firstly.—All that piece of land, being part of a Government Road in the said parish and county, commencing at the south-west angle of the said allotment 82A; thence S. 8 deg. 42 min. W. 1,347 links to the point of commencement; thence S. 62 deg. 21 min. E. 236 links, N. 61 deg. 17 min. E. 959 links, S. 64 deg. 13 min. E. 114.7 links, S. 27 deg. 51 min. E. 168.6 links, N. 64 deg. 13 min. W. 199 links, S. 61 deg. 17 min. W. 901 links, N. 62 deg. 21 min. W. 255 links, N. 8 deg. 42 min. E. 105.7 links to the point of commencement.

Secondly.—All that piece of land, being part of a Government Road in the said parish and county, commencing at the south-west angle of the said allotment 82A; thence S. 8 deg. 42 min. W. 300 links, N. 41 deg. 12 min. E. 230 links, S. 65 deg. 8 min. E. 240 links, S. 38 deg. 34 min. E. 400 links, S. 68 deg. 37 min. E. 310 links, S. 27 deg. 51 min. E. 512.7 links to the point of commencement; thence S. 64 deg. 13 min. E. 192.8 links, N. 71 deg. 21 min. W. 166.1 links, N. 27 deg. 51 min. W. 34.8 links to the point of commencement.

Thirdly.—All that piece of land, being part of a Government Road in the said parish and county, commencing at the south-west angle of the said allotment 82A; thence S. 8 deg. 42 min. W. 1,452.7 links, S. 62 deg. 21 min. E. 255 links, N. 61 deg. 17 min. E. 961 links, S. 64 deg. 13 min. E. 431.2 links to the point of commencement; thence S. 71 deg. 21 min. E. 573.7 links; S. 50 deg. 48 min. E. 429.5 links, N. 58 deg. 24 min. W. 280.2 links, N. 64 deg. 13 min. W. 708.2 links to the point of commencement.

Fourthly.—All that piece of land, being part of a Government Road in the said parish and county, commencing at the south-west angle of the said allotment 82A; thence S. 8 deg. 42 min. W. 300 links, N. 41 deg. 12 min. E. 230 links, S.

65 deg. 8 min. E. 240 links, S. 38 deg. 34 min. E. 400 links, S. 68 deg. 37 min. E. 310 links, S. 27 deg. 51 min. E. 512.7 links, S. 64 deg. 13 min. E. 912.7 links, S. 58 deg. 24 min. E. 291.8 links to the point of commencement; thence S. 58 deg. 24 min. E. 106.9 links, N. 69 deg. 24 min. W. 44.3 links, N. 50 deg. 48 min. W. 64 links to the point of commencement.

Fifthly.—All that piece of land, being part of a Government Road in the said parish and county, commencing at the south-west angle of the said allotment 82A; thence S. 8 deg. 42 min. W. 1,452.7 links, S. 62 deg. 21 min. E. 255 links, N. 61 deg. 17 min. E. 961 links, S. 64 deg. 13 min. E. 1,139.4 links, S. 58 deg. 24 min. W. 403.6 links to the point of commencement; thence S. 69 deg. 24 min. E. 192.2 links, S. 50 deg. 11 min. E. 256.6 links, N. 58 deg. 24 min. W. 442.6 links to the point of commencement.

Dated the eleventh day of May, 1939.

The common seal of the President, Councillors, and Ratepayers of the Shire of Woorayl was hereunto affixed in the presence of—

(SEAL) W. B. HUGHES, Councillor.
C. A. S. BOND, Councillor.
W. J. GRAY, Shire Secretary.

Confirmed by the Governor in Council, 30th May, 1939.—
C. W. KINSMAN, Clerk of the Executive Council.

Victoria.

ACT 391.—SECOND SCHEDULE.

A STATEMENT of Trusts having been submitted by the head or authorized representative of the denomination of the Church of England in the State of Victoria, under the provisions of the "Act to Provide for the Abolition of State Aid to Religion," for allowance by the Lieutenant-Governor, the same was allowed by him on the twenty-third day of May, 1939, and the following is the form in which such statement of trusts has been allowed:—

Description of Land.

Present Site as Amended by Re-survey.

All that piece of land containing by admeasurements 2 acres 2 8/10 perches or thereabouts, situate in section 8, Town of Sunbury, Parish of Buttlegorrk, County of Bourke: Commencing at the junction of the north-western side of Stawell-street and the eastern side of O'Shanassy-street; bounded thence by the last-named street bearing north 21 deg. 22 min. east 831 3/10 links; by the site for a Mechanics' Institute bearing south 45 deg. 47 min. east 526 6/10 links; and thence by Stawell-street aforesaid bearing south 59 deg. 7 min. west 792 8/10 links to the commencing point.

Names of Trustees.

The Church of England Trusts Corporation for the Diocese of Melbourne, of Cathedral Buildings, Flinders-lane, Melbourne.

Powers of Disposition.

Subject to the approval of the Archbishop of Melbourne for the time being (or the person for the time being administering the affairs of the Diocese) acting with the advice of the Council of the Diocese from time to time to do all or any of the following acts, namely:—

1. To lease (whether on building lease or otherwise), mortgage, sell, or exchange all or any part of the said land for such periods, upon such terms and conditions, and subject to such restrictions and reservations in all respects as the Trustees may think fit, including in the case of any sale or lease, power to grant, create, or reserve roads, ways, or easements and to impose building or other restrictive conditions.

2. Pending any sale or exchange to erect buildings on all or any part of the said land or otherwise to improve and maintain the said land and buildings as the Trustees may from time to time think fit.

Purposes to which Proceeds of Disposition are to be Applied.

To such purposes of The Church of England as may be agreed upon by—

- (1) The Archbishop of Melbourne for the time being (or the person for the time being administering the affairs of the Diocese) acting under advice as aforesaid; and
- (2) the Trustees.

As witness the Hand of the Lieutenant-Governor of the State of Victoria, this twenty-third day of May, 1939—

F. W. MANN,
Lieutenant-Governor of the State of Victoria.

Victoria.

ACT 391.—SECOND SCHEDULE.

A STATEMENT of Trusts having been submitted by the head or authorized representative of the denomination of the Church of England in Victoria, under the provisions of the "Act to Provide for the Abolition of State Aid to Religion," for allowance by the Lieutenant-Governor the same was allowed by him on the twenty-third day of May, 1939, and the following is the form in which such statement of trusts has been allowed:—

Description of Land.

Two roads thirty-two perches, Township of Bairnsdale, Parish of Bairnsdale, County of Tanjil:—Commencing at the intersection of the north-east side of Service-street and the north-west side of Francis-street; bounded thence by Francis-street bearing N. 65 deg. 42 min. E. 3 chains 90 links; by Riverine-street bearing N. 71 deg. 30 min. W. 5 chains 31 links; and thence by Service-street bearing S. 24 deg. 18 min. E. 3 chains 61 links to the commencing point.

Names of Trustees.

The Church of England Trusts Corporation for the Diocese of Gippsland.

Power of Disposition.

Power to sell, lease, mortgage, or exchange all or any part of such land, subject to the approval of the Bishop of Gippsland for the time being, or, during the absence of the Bishop from the diocese or the vacancy of the See, to the approval of the person for the time being administering the affairs thereof. The land, until otherwise disposed of, to be used for the purposes for which it was granted or reserved by the Crown.

Purposes to which Proceeds of Distribution are to be Applied.

To be paid to the Bishop or Administrator aforesaid, to be applied to such purposes of the Church of England in the Diocese of Gippsland as may by such Bishop or Administrator acting under the advice of the Council of the Diocese be from time to time deemed desirable.

As witness the Hand of the Lieutenant-Governor of the State of Victoria, this twenty-third day of May, 1939—

F. W. MANN,
Lieutenant-Governor of the State of Victoria.

ORDERS IN COUNCIL.—(Series 1938-39.)

DEPARTMENT OF PUBLIC INSTRUCTION.

1455. One chain and hollow chisel mortising machine, type M.B., motorized, complete, for Collingwood Technical School, £185 10s.—Wolfenden Bros. Pty. Ltd., West Footscray.

1456. One A.C. voltmeter, 6 range, 0-750 volts, sub-standard accuracy, £20 12s. 6d.; 1 A.C. wattmeter, single phase, 50-200 watts, £19 15s.; 1 A.C. wattmeter, single phase, 250-100 watts, £19 15s.; 2 A.C. voltmeters, 5 range, 0-750 volts, £21 11s.; 2 A.C. ammeters, 2 range, 0-5 amps., £12 11s.; 1 ammeter, 4 range, 0-30 amps., sub-standard accuracy, £17 19s. 3d., for Melbourne Technical College, £112 3s. 9d.—Westinghouse Rosebery Ltd., Melbourne.

Approved by the Governor in Council, 23rd May, 1939.—
C. W. KINSMAN, Clerk of the Executive Council.

STATE ELECTRICITY COMMISSION.

1457. For the supply of 100,000 sandbags, to Quotation No. 3573.—Joyce Bros. Pty. Ltd.

1458. For the supply of 84,000 yards of jute hessian, to Quotation No. 3573.—Calcutta Co. Pty. Ltd.

1459. For the supply of structural steel work for store and office building, Yallourn Power Station, to Quotation No. 3585.—Charles Ruwolt Pty. Ltd.

Approved by the Governor in Council, 16th May, 1939.—
C. W. KINSMAN, Clerk of the Executive Council.

STATE ELECTRICITY COMMISSION.

1460. For the supply of copper conductor for transformers, to Quotation No. 3395.—British Insulated Cables Ltd.

1461. For the supply of heat insulating materials for lagging of condensate and bleed steam pipes, Yallourn Power Station, to Specification No. 38-39/106.—Bell's Asbestos and Engineering (Aust.) Ltd.

1462. For the supply of oils and grease, to Quotation No. 3532.—Shell Company of Australia Ltd.

1463. For the supply of oils and grease, to Quotation No. 3530.—Vacuum Oil Company Pty. Ltd.

Approved by the Governor in Council, 23rd May, 1939.—
C. W. KINSMAN, Clerk of the Executive Council.

APPLICATIONS FOR MINING LEASES.

SUBJECT to any necessary excisions, &c., it is proposed to grant the following:—

11008, Bendigo; Bendigo Mines N. L.; 17a. 2r. 15p.; Parish of Sandhurst.

11010, Bendigo; Roy Spencer Twelftree; 22a. 1r. 18p.; Parish of Sandhurst.

6862, Mineral; Martin Stoneware Pipe Limited; 3a. 0r. 1p.; Parish of Ballarat.

APPLICATIONS FOR MINING LEASES AND LICENCE ABANDONED.

8001, Beechworth; Cocks Eldorado Gold Dredging N. L.; 135 acres; Eldorado.

8712, Castlemaine; Frederick William Hookey; 46a. 2r. 37p.; Parishes of Edgecombe and Drummond.

84, Petroleum Prospecting Licence; Western Petroleum N.L.; 1,260 acres; Parish of Glenelg.

LICENCE GRANTED TO TRANSFER MINING LEASE.

10970, Bendigo; Napoleon (B.M.L.) Mines N. L. to Ronald Alexander Rankin.

E. J. HOGAN,
Minister of Mines.

MINING LEASES DECLARED VOID.

8685, Ballarat; Robert Seth Duvall, Charles McKenzie, Garfield Brittain, and William Saw.

8881, Ballarat; Holly Bush Mining Syndicate N. L.

7686, Beechworth; Francis Peters and Frederick Siphthorpe.

7759, Beechworth; Frederick Siphthorpe and Francis Peters.

8245, Castlemaine; Henry Norman Roach and Robert Dick Wilson.

8444, Castlemaine; Henry Norman Roach and Robert Dick Wilson.

8463, Castlemaine; Ernest Howell, Harry Gillard, and Edward Arthur Fulford Walker.

8560, Castlemaine; Christian John Lauer.

8661, Castlemaine; Bernard Olsen.

8718, Castlemaine; Elizabeth Huggett, Josiah William Ellery, Margaret Hodson, and Thomas Needs.

8721, Castlemaine; Richard Arthur Ethell.

6826, Maryborough; Charles George Martin.

10436, Bendigo; Big Hill North N. L.

10728, Bendigo; Frederick Alfred Marginson.

GEO. BROWN,
Secretary for Mines.

NOTICE.

A RULE to administer the estate of each of the under-mentioned deceased persons has been granted to me, and creditors, next of kin, and all others having claims against the estate of any of the persons so mentioned are required to send particulars of their claims to the Curator of the Estates of Deceased Persons, No. 283 Queen-street, Melbourne, on or before the 3rd August, 1939, or they may be excluded from the distribution of the estate when the assets are being distributed:—

CASEY, MARY (with the will annexed), formerly of New Town, Tasmania, but late of No. 33 Cobden-street, North Melbourne, widow, died on the 29th January, 1939.

CHURNOCK, ANNIE, late of No. 13 Chatsworth-road, East Prahran, pensioner, died on the 22nd April, 1939, intestate.

CLARK, GEORGE, late of Mont Park, saddler, died on the 14th February, 1939, intestate.

FRAZER, JAMES, late of Kilmore, pensioner, died on the 21st February, 1939, intestate.

MASTERS, ROGER WALDEMAR PELLEW DE COURCY, late of Pakenham Upper, gentleman, died on the 16th November, 1938, intestate.

MUNEER SHIH (with the will annexed), late of Erica, hawker, died on the 15th August, 1938.

M. M. PHILLIPS,
Curator of the Estates of Deceased Persons.
Melbourne, 25th May, 1939.

Transport Regulation Acts.

TRANSPORT REGULATION BOARD.

NOTICES OF PUBLIC HEARINGS.

NOTICE is hereby given that the applications made by the persons named below for licences to operate the commercial goods and passenger vehicles on the route or routes or in the manner set out opposite their names will be heard at the Exhibition Buildings, Rathdown-street, Carlton, at the time specified on the day stated in each case.

Name of Applicant; Nature of Application.

Wednesday, 7th June, 1939, at 2.15 p.m.

CONWAY & NORTHWOOD; 1 commercial goods vehicle for the carriage of goods having been dry cleaned or for dry cleaning by Brown's Dry Cleaning Co. throughout Victoria.

Wednesday, 14th June, 1939, at 10 a.m.

AYRES, A.; 1 commercial goods vehicle for the carriage of logs from Narbethong to Healesville and Box Hill.

BENNETT, FRANCIS WALTER; 1 commercial goods vehicle for the carriage of—(a) general goods 20 miles radius of Lilydale; (b) sawn timber from Narbethong to Healesville.

BELL, Mrs. E. A.; 1 commercial goods vehicle for the carriage of general goods from and to Melbourne to and from Geelong.

CRAIG, A. H.; 1 commercial goods vehicle for the carriage of—(a) general goods 25 miles radius of Melbourne; (b) steel and hardware between Geelong and Melbourne on behalf of H. A. Bernard Pty. Ltd.

DUNK, A. K.; 1 commercial goods vehicle for the carriage of—(a) firewood and milling timber from Kilmore to Melbourne; (b) petroleum products and building materials from Melbourne to Kilmore; (c) general goods 20 miles radius of Kilmore.

GOULD, STANLEY ARTHUR; 1 commercial goods vehicle for the carriage of—(a) general goods 25 miles radius of Melbourne; (b) logs to Melbourne from Gembrook, Cockatoo, and Emerald districts.

LEHANE, L. J.; 1 commercial goods vehicle for the carriage of meat and bread from Melbourne to Woods Point.

LIGHTFOOT BROS.; 1 commercial goods vehicle for the carriage of—(a) general goods 25 miles radius of Melbourne; (b) applicants' own goods in the course of trade as bridge-building contractor throughout the State of Victoria.

MANLY BROS.; 1 commercial goods vehicle for the carriage of superphosphates from railway stations to properties upon which the applicants' fertilizer spreader is working.

NOTICE is hereby given that the applications made by the persons named below for licences to operate the commercial goods vehicles or commercial passenger vehicles on the route or routes or in the manner set out opposite their names will be heard at a time and place to be communicated to the parties.

Name of Applicant; Nature of Application.

OAKLEY, CLYDE CECIL; 1 commercial passenger vehicle as a stage omnibus on the route Bairnsdale-Wy Yung.

MCLEOD, DONALD ALEXANDER GEORGE; 1 touring car for the carriage of mails and parcels between Casterton and Penola, South Australia.

MARTYN, LEONARD THEODORE; 1 commercial goods vehicle for the carriage of—(a) firewood within a 10 miles radius of Wonthaggi; (b) mining timbers to Wonthaggi from places within 10 miles radius of North Mirboo.

HARPER, EDWARD BRIEN; 1 bus with seating capacity for twelve persons to be operated as a stage omnibus on the following routes within the City of Mildura:—Langtree-avenue, via Eighth-street, to St. Anne's Private Hotel; Langtree-avenue, via Tenth-street, Lime-avenue, Eleventh-street, Langtree-parade, to Mildura Base Hospital; Langtree-avenue, via Seventh-street, San Mateo-avenue, Thirteenth-street, to Thirteenth-street and Orange-avenue Extension; Langtree-avenue, via Tenth-street, to Tenth-street and Ontario-avenue.

VENTURA MOTORS, Box Hill; application for variation of three "A" licences by deletion of the present seating capacities of 7, 12, and 14 passengers and substitution therefor of seating capacity of 21 passengers each.

Notice of any objection should be forwarded to reach the Secretary to the Board not later than Monday, the 5th June, 1939.

F. P. MOUNTJOY,
Secretary.

Exhibition Buildings, Rathdown-street, Carlton, 30th May, 1939.

PUBLIC SERVICE ACT 1928.

At the Executive Council Chamber, Melbourne, the twenty-third day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.

Mr. Old	Sir John Harris
Mr. Bailey	Mr. Tuckett.

PERMISSION FOR AN OFFICER TO ENGAGE IN PRIVATE WORK.—ORDER RESCINDED.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby rescind the Order in Council of the 28th day of April, 1927, whereby certain officers of the Department of Public Instruction were permitted, pursuant to the provisions of section 161 of the *Public Service Act 1915*, to engage in certain work specified therein and to receive remuneration therefor, subject to the condition that the work be performed by such officers only during hours outside the ordinary hours fixed for the discharge of their duties in the Public Service, in so far as the said Order relates to Alan Hollick Ramsay.

And the Honorable Albert Arthur Dunstan, His Majesty's Premier for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

PUBLIC SERVICE ACT 1928.

At the Executive Council Chamber, Melbourne, the twenty-third day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.

Mr. Old	Sir John Harris
Mr. Bailey	Mr. Tuckett.

PERMISSION FOR OFFICERS OF THE PUBLIC SERVICE TO ENGAGE IN DUTIES UNCONNECTED WITH THEIR OFFICES, AND TO RECEIVE REMUNERATION THEREFOR.

UNDER the provision of section 161 of the *Public Service Act 1928*, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth by this Order grant permission to the under-mentioned officers of the Public Service to engage in the work specified below and to receive remuneration therefor, subject to the conditions that the work be performed by them only during hours outside the ordinary hours fixed for the discharge of their duties in the Public Service.

J. A. SUTCLIFFE (Education Department), to conduct a Study Circle for the Workers' Educational Association.

M. S. SHARMAN, ALICE HOY, A. H. RAMSAY, W. H. FREDERICK, W. V. AUGHTERSON, H. W. WILSON, F. G. ELFORD, J. A. BENJAMIN, J. L. ROSS, J. W. MILLS, A. J. LAW,	} (Education Department), to give lectures to University students in the School of Education.
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F. O. BOOTH (Education Department), to broadcast four travel talks.

D. K. BARKER (Chief Secretary's Department), to act as Auditor to a Benefit Society.

And the Honorable Albert Arthur Dunstan, His Majesty's Premier for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

DEPARTMENT OF PUBLIC WORKS.

At the Executive Council Chamber, Melbourne, the
thirtieth day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Bailey | Mr. Tuckett.
Mr. Hyland |

BOROUGH OF SWAN HILL CONSTITUTED, AND SHIRE
OF SWAN HILL RE-DEFINED.

WHEREAS by the *Local Government Act 1928* (No. 3720) as amended by the *Local Government Act 1934* (No. 4279) it is amongst other things enacted that, subject to the provisions of the said Act, the Governor in Council may from time to time make Orders amongst other things to constitute any part of Victoria not exceeding in area nine square miles and having no point in such area distant more than six miles from any other point therein, and containing a population of inhabitant householders not less than five hundred, a borough; And it is further enacted that every Order constituting any new borough shall assign a name to such borough, describe the boundaries thereof, determine of how many members the council shall consist, determine whether the municipal district constituted is to be subdivided or not, and in case it is to be subdivided name and describe the subdivisions; and it is further enacted that every Order severing any district from any subdivided municipal district may abolish all the subdivisions and either constitute the municipal district an unsubdivided municipal district or re-subdivide the same; and as regards every subdivision of which a portion only is severed may cancel such subdivision and annex the residue thereof to some other subdivision, and that every Order under the provisions of Part II. of the said Act shall be published in the *Government Gazette*, and shall take effect as from the day of such publication: And, whereas a request has been submitted to the Governor in Council in accordance with the provisions of the said Act that a certain area described in such request, being portion of the East Riding, be severed from the Shire of Swan Hill and constituted a separate municipality under the name and title of the Borough of Swan Hill; and whereas the proposal set out in such request has been submitted to and carried at a poll of ratepayers entitled to vote in respect of property held in such area: Now, therefore, His Excellency the Lieutenant-Governor of Victoria, with the advice of the Executive Council thereof, doth hereby make an Order constituting a Borough to be named the Borough of Swan Hill; the boundaries of the said Borough of Swan Hill, as also those of the said Shire of Swan Hill and of the East Riding as reduced, shall be those hereunder set forth and described; and doth further order that the said Borough of Swan Hill shall be unsubdivided and that the Council of the said Borough shall consist of nine members.

BOROUGH OF SWAN HILL—CONSTITUTED.

Commencing at a point on the Little Murray River where the road forming the western boundary of allotment 1A, section A, Parish of Castle Donnington, abuts thereon; bounded thence by that road bearing southerly to the north-east angle of allotment 17; thence north-westerly by that allotment to the north-west angle thereof; thence northerly by a road to the south-east angle of allotment 10; thence south-westerly by a road to the north-east angle of allotment 21B; thence westerly and northerly by a road to the south-east angle of allotment 21; thence westerly, north-westerly, and northerly by a road to the north-west angle of allotment 16; thence north-westerly by a road to the south-west angle of allotment 40A, section B; thence northerly by a road to the north-west angle thereof; thence easterly by a road to the Murray River; and thence generally southerly by that river and the Little Murray River to the commencing point.

SHIRE OF SWAN HILL.

(Reduced and Re-defined.)

Commencing at the intersection of Chalka Creek with the Murray River; thence westerly by that creek to Lake Lockie; thence southerly by the eastern shores of that lake and a creek to Lake Hattah; thence easterly by the northern shore of that lake and a creek to Lake Brockie; thence northerly, easterly, and southerly by the shores of that lake and a line to the north-western boundary of the Parish of Gayfield; thence southerly by a road being the western boundary of the Parish of Gayfield to the south boundary of the said parish; thence easterly by the south boundary of that parish and the Parish of Liparoo to the west boundary of the Parish of Gingimrick; thence south along the western boundary of

that parish to a road forming the said western boundary of the said parish; thence further southerly by that road to the south-west angle of allotment 15; thence easterly by a road to the north-west angle of allotment 1, Parish of Kulwin; thence southerly by a road along the western boundary of that parish to the north boundary of the Parish of Mittyack; thence west by a road along the north boundary of that parish to the north-west corner of allotment 39; thence southerly by a road along the western boundary of that parish to the south-west corner of allotment 27; thence east by a road to the north-west corner of allotment 14, Parish of Pier-Millan; thence easterly and south-easterly along the northern and north-eastern boundary of the Parish of Pier-Millan to the edge of Lake Tyrrell; thence easterly around the edge of that lake to the south-east corner of the Parish of Gerahmin; thence easterly by the north boundary of the Parish of Lianiduck to the north-east corner of that parish; thence southerly by the eastern boundaries of the Parishes of Lianiduck, Moortworra, Moah, and Tyrrell to the south-west corner of the Parish of Waitechie; thence easterly along the northern boundary of the Parishes of Berrivillock and Chinangin to the Lalbert Creek; thence southerly, easterly, and southerly along the bed of that creek to its intersection with the northern boundary of the Parish of Wangie; thence easterly along that boundary to the south-eastern corner of the Parish of Murnungin; thence northerly by the eastern boundary of that parish to its north-eastern corner; thence easterly by the northern boundaries of the Parishes of Lalbert, Gnarwee, and Korrak Korrak to the south-east corner of the Parish of Kunat Kunat; thence north by the east boundary of the said parish to the south-west angle of allotment 5, Parish of Boga; thence east by the south boundary of the said allotment 5 and the south boundaries of allotments 7 and 2, section 4, of the Parish of Boga, to the eastern corner of the allotment last named; thence north-westerly by a 3-chain road to the south-west corner of allotment 6A, section 11L, Parish of Boga; thence east by the south boundary of the allotment last named, and the south boundary of allotment 6A, section 3, Parish of Boga, to the south-east angle of the said allotment; thence south by the western boundary of allotment 13, section 1, Parish of Benjeroop, to its south-west angle; thence easterly by a road, being the south boundary of allotments 13, 16, and 17 to the south-east angle of the allotment last named; thence north by a road to the north-east angle of said allotment; thence east by the south boundary of allotment 19 to its south-east angle; thence north by the eastern boundary of said allotment to the River Loddon; thence north-westerly by said river to the Little Murray River; thence north-easterly by the river last named to the Murray River; thence north-westerly by that river to the Little Murray River aforesaid; thence southerly by the Little Murray River to a point where the road forming the western boundary of allotment 1A, section A, Parish of Castle Donnington, abuts thereon; bounded thence by that road bearing southerly to the north-east angle of allotment 17; thence north-westerly by that allotment to the north-west angle thereof; thence northerly by a road to the south-east angle of allotment 10; thence south-westerly by a road to the north-east angle of allotment 21B; thence westerly and northerly by a road to the south-east angle of allotment 21; thence westerly, north-westerly, and northerly by a road to the north-west angle of allotment 16; thence north-westerly by a road to the south-west angle of allotment 40A, section B; thence northerly by a road to the north-west angle thereof; thence easterly by a road to the Murray River; and thence generally north-westerly and westerly by that river to the commencing point.

EAST RIDING.

(Reduced and Re-defined.)

Commencing on the eastern boundary of the Shire where the eastern boundary of allotment 11, Pental Island, abuts thereon; thence southerly by the eastern boundaries of allotments 11 and 10 to the Little Murray River; thence generally south-westerly by that river to the southern boundary of the Parish of Castle Donnington; thence westerly by that boundary and northerly by the western boundaries of the said parish and the Parish of Tyntynder to the Shire boundary; and thence generally south-easterly by the Shire boundary to the commencing point.

And the Honorable Sir George Goudie, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

COUNTRY ROADS BOARD.

At the Executive Council Chamber, Melbourne, the
twenty-third day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Old | Sir John Harris
Mr. Bailey | Mr. Tuckett.

DEVIATION FROM THE CARRAJUNG LOWER ROAD IN
THE SHIRE OF ALBERTON.

WHEREAS by section 58 of the *Country Roads Act 1928* (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the *Country Roads Act* has by Resolution declared a deviation to be a developmental road the said Board may also declare that such deviation shall be in lieu of any existing road or part thereof named in such Resolution and that on publication in the *Government Gazette* of the Order confirming such Resolution the existing road or part thereof shall cease to be a developmental road or be discontinued as provided in the Resolution: And whereas the said Board has by Resolution declared the deviation on the land described in the First Schedule to such Resolution to be a developmental road and has also declared that such deviation shall be in lieu of the part of the existing road being the land described in the Second Schedule to the said Resolution: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a Deviation under the Country
Roads Act.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the *Country Roads Act 1928* for the purpose of constructing such road deviation which road deviation has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said Act) thinks that the road aforesaid is fit to be used as a public highway such Board at a meeting now holden acting under the authority conferred upon it by section 58 of the said Act doth by this present Resolution hereby declare the said road deviation the course of which is described in the First Schedule hereto with the commencing and terminating points thereof respectively specified to be part of a developmental road within the meaning and for the purposes of the *Country Roads Act 1928*: And the said Board doth also declare that such deviation shall be in lieu of the existing road or part thereof described in the Second Schedule hereto.

FIRST SCHEDULE.
Shire of Alberton.

21. *Carrajung Lower Road* (171).—All that piece of land in the Township of Blackwarry, and Parish of Callignee, and being a roadway generally 1 chain wide, the southern boundary of which commences at a point on the western boundary of allotment 4, section 3, of the said township, distant 360 deg. 0 min. 441.8 links from the south-western angle of the said allotment; thence south-easterly through that allotment and allotment 5, and further south-easterly and north-easterly through a recreation reserve in the township aforesaid; thence south-easterly through allotment 24, section A, of the said parish, and generally north-easterly through allotment 24A, section A, to the north-eastern angle thereof.

Also, all that piece of land in the parish of Callignee, and being a roadway generally 1 chain wide, the north-western and eastern boundary of which commences at a point on the southern boundary of allotment 16, section A, of the said parish, distant 61 deg. 21 min. 1,254 links from the south-western angle of the said allotment; thence north-easterly, south-easterly, and generally southerly through that allotment to a point on the southern boundary thereof, distant 275 deg. 15 min. 650 links, 245 deg. 2 min. 448 links, and 258 deg. 39 min. 367.5 links from the south-eastern angle of the said allotment.

Also, all those pieces of land in the Parish of Boodyarn, the boundaries of which are as follow:—

- (a) Commencing at a point on the northern boundary of allotment 51, section A, of the said parish, distant 103 deg. 42 min. 173 links from the north-western angle of the said allotment; thence by lines bearing respectively 103 deg. 42 min. 742.2 links, 251 deg. 18 min. 363 links, 277 deg. 24 min. 186 links, and 324 deg. 22 min. 330 links to the point of commencement.

- (b) Commencing at the western angle of allotment 15, section B, of the said parish; thence by lines bearing respectively 73 deg. 55 min. 754 links, 232 deg. 0 min. 256 links, 175 deg. 17 min. 168.8 links, 148 deg. 57 min. 302 links, 189 deg. 16 min. 214.7 links, 259 deg. 12 min. 201.3 links, 315 deg. 57 min. 502.8 links, 300 deg. 35 min. 465 links, and 73 deg. 55 min. 275 links to the point of commencement.

NOTE.—The routes of the portions of the roadway above described are more particularly delineated and shown coloured red and yellow on survey plans Nos. 2938 and 3038 lodged in the office of the Country Roads Board.

SECOND SCHEDULE.
Shire of Alberton.

21. *Carrajung Lower Road*.—Commencing at its junction with the Grand Ridge-road, at or near the south-western angle of allotment 3, section 3, Township of Blackwarry, Parish of Callignee; thence easterly and south-easterly to a point on the southern boundary of allotment 18, section A, of the said parish, distant 103 deg. 22 min. 2,870.8 links from the south-western angle thereof.

Also, all that piece of land in the Parish of Callignee, and being a roadway generally 2 chains wide, the northern boundary of which commences at a point on the southern boundary of allotment 16, section A, of the said parish, distant 61 deg. 21 min. 1,674 links, and 70 deg. 41 min. 109 links from the south-western angle of the said allotment; thence north-easterly by the said southern boundary of that allotment, a distance of 1,432.5 links.

NOTE.—The routes of the portions of the roadway above described are more particularly delineated and shown coloured blue on survey plans Nos. 2938 and 3038 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May, One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

DECLARATION OF THE NEW CORINELLA ROAD IN THE
SHIRE OF BASS.

WHEREAS by sections 21 and 78 of the *Country Roads Act 1928* (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the *Country Roads Act* has taken the land necessary for constructing a road or deviation it shall as soon as it thinks such road or deviation is fit to be used as a public highway by Resolution declare the road or deviation to be a developmental road or part thereof and that upon publication in the *Government Gazette* of the Order of the Governor in Council confirming such Resolution such road or deviation shall thereupon be a developmental road or part thereof within the meaning of the *Country Roads Act 1928*: And whereas the said Board has by Resolution declared the road on the land described in the Schedule to such Resolution to be part of a developmental road: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a New Developmental Road
under the Country Roads Act.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the *Country Roads Act* for the purpose of constructing such new road which new road has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said Act) thinks that the road aforesaid is fit to be used as a public highway such Board at a meeting now holden acting under the authority conferred upon it by sections 21 and 78 of the *Country Roads Act 1928* doth by this present Resolution hereby declare the said new road the course of which is described in the Schedule hereto with the commencing and terminating points thereof respectively specified to be part of a developmental road within the meaning and for the purposes of the *Country Roads Act 1928*.

SCHEDULE.

Shire of Bass.

5. *Corinella Road* (13155).—All those pieces of land in the Parish of Corinella, the boundaries of which are as follow:—

- (a) Commencing at the south-western angle of allotment 61A of the said parish; thence by lines bearing respectively 359 deg. 33 min. 580 links, 134 deg. 33 min. 820.2 links, and 269 deg. 33 min. 680 links to the point of commencement.

(b) Commencing at the north-eastern angle of allotment 52, Township of Corinella, in the said parish; thence by lines bearing respectively 179 deg. 33 min. 200 links, 314 deg. 33 min. 282.8 links, and 89 deg. 33 min. 200 links to the point of commencement— which said pieces of land are particularly delineated and shown coloured red on survey plan No. 2995 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May, One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

DECLARATION OF THE NEW YEUNGROON ROAD IN THE SHIRE OF CHARLTON.

WHEREAS by sections 21 and 78 of the *Country Roads Act 1928* (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the Country Roads Act has taken the land necessary for constructing a road or deviation it shall as soon as it thinks such road or deviation is fit to be used as a public highway by Resolution declare the road or deviation to be a developmental road or part thereof and that upon publication in the *Government Gazette* of the Order of the Governor in Council confirming such Resolution such road or deviation shall thereupon be a developmental road or part thereof within the meaning of the *Country Roads Act 1928*: And whereas the said Board has by Resolution declared the road on the land described in the Schedule to such Resolution to be part of the developmental road: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a New Developmental Road under the Country Roads Act.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the Country Roads Act for the purpose of constructing such new road which new road has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said Act) thinks that the road aforesaid is fit to be used as a public highway such Board at a meeting now holden acting under the authority conferred upon it by sections 21 and 78 of the *Country Roads Act 1928* doth by this present Resolution hereby declare the said new road the course of which is described in the Schedule hereto with the commencing and terminating points thereof respectively specified to be part of a developmental road within the meaning and for the purposes of the *Country Roads Act 1928*.

SCHEDULE.

Shire of Charlton.

✓ 4. *Yeungroon Road* (3454).—All that piece of land in the Parish of Yeungroon, the boundaries of which are as follow:— Commencing at the south-western angle of allotment 22, section 9, of the said parish; thence by lines bearing respectively 360 deg. 0 min. 1,728 links, 164 deg. 12 min. 551 links, 180 deg. 0 min. 1,198 links, and 270 deg. 0 min. 150 links to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan No. 2980 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May, One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

DECLARATION OF THE NEW DONALD-MINYIP ROAD IN THE SHIRE OF DONALD.

WHEREAS by sections 21 and 78 of the *Country Roads Act 1928* (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the Country Roads Act has taken the land necessary for constructing a road or deviation it shall as soon as it thinks such road or deviation is fit to be used as a public highway by Resolution declare the road or deviation to be a developmental road or part thereof and that upon publication in the *Government Gazette* of the Order of the Governor in Council confirming such Resolution such road or deviation shall thereupon be a developmental road or part thereof within the meaning of the Country

Roads Act: And whereas the said Board has by Resolution declared the road on the land described in the Schedule to such Resolution to be part of a developmental road: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a New Developmental Road under the Country Roads Act.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the Country Roads Act for the purpose of constructing such new road which new road has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said Act) thinks that the road aforesaid is fit to be used as a public highway such Board at a meeting now holden acting under the authority conferred upon it by sections 21 and 78 of the *Country Roads Act 1928* (No. 3662) doth by this present Resolution hereby declare the said new road the course of which is described in the Schedule hereto with the commencing and terminating points thereof respectively specified to be part of a developmental road within the meaning and for the purposes of the said Country Roads Act.

SCHEDULE.

Shire of Donald.

4. *Donald-Minyip Road* (4754).—All that piece of land in the Parish of Laen, the boundaries of which are as follow:— Commencing at the north-western angle of allotment 11, section B, of the said parish; thence by lines bearing respectively 90 deg. 0 min. 250 links, 250 deg. 12 min. 265.7 links, 234 deg. 36 min. 845 links, and 49 deg. 56 min. 900 links to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan No. 3898 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May, One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

DECLARATION OF A DEVIATION FROM THE FERN HILLS ROAD IN THE SHIRE OF VIOLET TOWN.

WHEREAS by section 58 of the *Country Roads Act 1928* (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the Country Roads Act has by Resolution declared a deviation to be a developmental road the said Board may also declare that such deviation shall be in lieu of any existing road or part thereof named in such Resolution and that on publication in the *Government Gazette* of the Order confirming such Resolution the existing road or part thereof shall cease to be a developmental road or be discontinued as provided in the Resolution: And whereas the said Board has by Resolution declared the deviation on the land described in the First Schedule to such Resolution to be a developmental road and has also declared that such deviation shall be in lieu of the part of the existing road being the land described in the Second Schedule to the said Resolution: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a Deviation under the Country Roads Act.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the *Country Roads Act 1928* for the purpose of constructing such road deviation which road deviation has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said Act) thinks that the road aforesaid is fit to be used as a public highway such Board at a meeting now holden acting under the authority conferred upon it by section 58 of the said Act doth by this present Resolution hereby declare the said road deviation the course of which is described in the First Schedule hereto with the commencing and terminating points thereof respectively specified to be part of a developmental road within the meaning and for the purposes of the *Country Roads Act 1928*: And the said Board doth also declare that such deviation shall be in lieu of the existing road or part thereof described in the Second Schedule hereto.

FIRST SCHEDULE.

Shire of Violet Town.

2. *Fern Hills Road* (17152).—All that piece of land in the Parish of Marraweeny, and being a roadway 1 chain wide, the eastern boundary of which commences at a point on the southern boundary of allotment 11, section A, of the said parish, distant 269 deg. 38 min. 1,752 links from the south-eastern angle of that allotment; thence northerly through the said allotment to a point on the northern boundary thereof, distant 299 deg. 4 min. 1,348 links, and 317 deg. 23 min. 876 links from the north-eastern angle of the said allotment 11.

Also, all that piece of land in the Parish of Marraweeny, the boundaries of which are as follow:—Commencing at a point on the south-eastern boundary of allotment 39A, section A, of the said parish, distant 45 deg. 6 min. 1,514 links from the south-western angle of the said allotment; thence by lines bearing respectively 31 deg. 0 min. 247.6 links, 64 deg. 7 min. 185 links, and 225 deg. 6 min. 415 links to the point of commencement.

NOTE.—The route of the portions of the roadway above described is more particularly delineated and shown coloured red on survey plans Nos. 2844 and 3088 lodged in the office of the Country Roads Board.

SECOND SCHEDULE.

Shire of Violet Town.

2. *Fern Hills Road*.—All that piece of land in the Parish of Marraweeny, and being a roadway 1 chain wide, the northern and eastern boundary of which commences at a point on the southern boundary of allotment 11, section A, of the said parish, distant 269 deg. 38 min. 1,853.5 links from the south-eastern angle of the said allotment; thence westerly to the south-western angle of that allotment; thence northerly to the north-western angle of the said allotment 11.

NOTE.—The route of the portion of the roadway above described is more particularly delineated and shown coloured blue on survey plan No. 2844 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May, One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

DECLARATION OF THE NEW PEECHELBA STATION ROAD IN THE SHIRE OF WANGARATTA.

WHEREAS by sections 21 and 78 of the *Country Roads Act* 1928 (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the Country Roads Act has taken the land necessary for constructing a road or deviation it shall as soon as it thinks such road or deviation is fit to be used as a public highway by Resolution declare the road or deviation to be a developmental road or part thereof and that upon publication in the *Government Gazette* of the Order of the Governor in Council confirming such Resolution such road or deviation shall thereupon be a developmental road or part thereof within the meaning of the *Country Roads Act* 1928: And whereas the said Board has by Resolution declared the road on the land described in the Schedule to such Resolution to be part of a developmental road: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a New Developmental Road under the Country Roads Act.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the Country Roads Act for the purpose of constructing such new road which new road has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said Act) thinks that the road aforesaid is fit to be used as a public highway such Board at a meeting now holden acting under the authority conferred upon it by sections 21 and 78 of the *Country Roads Act* 1928 doth by this present Resolution hereby declare the said new road the course of which is described in the Schedule hereto with the commencing and terminating points thereof respectively specified to be part of a developmental road within the meaning and for the purposes of the *Country Roads Act* 1928.

SCHEDULE.

Shire of Wangaratta.

3. *Peechelba Station Road* (17453).—All that piece of land in the Parish of Boorhuman, the boundaries of which are as follow:—Commencing at the southern angle of allotment 78A of the said parish; thence by lines bearing respectively 342 deg. 45 min. 1,218 links, 1 deg. 20 min. 1,240 links, and 172 deg. 8 min. 2,426 links to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan No. 2902 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May, One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

DECLARATION OF THE NEW BENWERRIN-WYMBOOOLIEL ROAD IN THE SHIRE OF WINCHELSEA.

WHEREAS by sections 21 and 78 of the *Country Roads Act* 1928 (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the Country Roads Act has taken the land necessary for constructing a road or deviation it shall as soon as it thinks such road or deviation is fit to be used as a public highway by Resolution declare the road or deviation to be a developmental road or part thereof and that upon publication in the *Government Gazette* of the Order of the Governor in Council confirming such Resolution such road or deviation shall thereupon be a developmental road or part thereof within the meaning of the *Country Roads Act* 1928: And whereas the said Board has by Resolution declared the road on the land described in the Schedule to such Resolution to be part of a developmental road: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a New Developmental Road under the Country Roads Act.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the Country Roads Act for the purpose of constructing such new road which new road has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said Act) thinks that the road aforesaid is fit to be used as a public highway such Board at a meeting now holden acting under the authority conferred upon it by sections 21 and 78 of the *Country Roads Act* 1928 doth by this present Resolution hereby declare the said new road the course of which is described in the Schedule hereto with the commencing and terminating points thereof respectively specified to be part of a developmental road within the meaning and for the purposes of the *Country Roads Act* 1928.

SCHEDULE.

Shire of Winchelsea.

1. *Benwerrin-Wymbooliel Road* (18351).—All that piece of land in the Parish of Lorne, the boundaries of which are as follow:—Commencing at a point on the north-western boundary of allotment 9, section 5, of the said parish, distant 259 deg. 53 min. 1,086.4 links from the most northerly angle of the said allotment; thence by lines bearing respectively 148 deg. 36 min. 171.5 links, 307 deg. 36 min. 185 links, 252 deg. 28 min. 320 links, 239 deg. 36 min. 350 links, 244 deg. 55 min. 1,280 links, 250 deg. 18 min. 257.5 links, 61 deg. 28 min. 1,145.7 links, 47 deg. 30 min. 368 links, and 79 deg. 53 min. 800.6 links to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan No. 3089 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May, One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

DECLARATION OF A NEW ROAD IN THE SHIRE OF
BUNINYONG.

WHEREAS by section 4 of the *Country Roads Act 1936* (No. 4458) incorporating section 21 of the *Country Roads Act 1928* (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the Country Roads Acts has taken the land necessary for constructing a road or deviation it shall as soon as it thinks such road or deviation is fit to be used as a public highway by Resolution declare the road or deviation to be a road or part thereof and that upon publication in the *Government Gazette* of the Order of the Governor in Council confirming such Resolution such road or deviation shall thereupon be a road or part thereof within the meaning of the said Acts: And whereas the said Board has by Resolution declared the road on the land described in the Schedule to such Resolution to be part of a road: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a New Road under the Country Roads Acts.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the Country Roads Acts 1928 and 1936 for the purpose of constructing such new road which new road has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said first cited Act) thinks that the road aforesaid is fit to be used as part of a public highway such Board at a meeting now holden acting under the authority conferred upon it by section 4 of the *Country Roads Act 1936* (No. 4458) and section 21 of the *Country Roads Act 1928* doth by this Resolution hereby declare the said new road the course of which is described in the Schedule hereto with the commencing and terminating points thereof respectively specified to be part of the road within the meaning and for the purposes of the Country Roads Acts.

SCHEDULE.

Shire of Buninyong.

All that piece of land in the Parish of Warrenheip, the boundaries of which are as follow:—Commencing at the south-eastern angle of allotment 4, section 4A, of the said parish; thence by lines bearing respectively 259 deg. 40 min. 227 links, 75 deg. 51 min. 135.2 links, 54 deg. 27 min. 166.6 links, and 205 deg. 53 min. 99.2 links to the point of commencement— which said piece of land is particularly delineated and shown coloured red on survey plan No. 3886 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May, One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

DECLARATION OF A NEW ROAD IN THE SHIRE OF
CHARLTON.

WHEREAS by section 4 of the *Country Roads Act 1936* (No. 4458) incorporating section 21 of the *Country Roads Act 1928* (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the Country Roads Acts has taken the land necessary for constructing a road or deviation it shall as soon as it thinks such road or deviation is fit to be used as a public highway by Resolution declare the road or deviation to be a road or part thereof and that upon publication in the *Government Gazette* of the Order of the Governor in Council confirming such Resolution such road or deviation shall thereupon be a road or part thereof within the meaning of the said Acts: And whereas the said Board has by Resolution declared the road on the land described in the Schedule to such Resolution to be part of a road: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a New Road under the Country Roads Acts.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the Country Roads Acts 1928 and 1936 for the purpose of constructing such new road which new road has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said first cited Act) thinks that the road aforesaid is fit to be used as part of a public highway such Board at a meeting now

holden acting under the authority conferred upon it by section 4 of the *Country Roads Act 1936* (No. 4458) and section 21 of the *Country Roads Act 1928* doth by this Resolution hereby declare the said new road the course of which is described in the Schedule hereto with the commencing and terminating points thereof respectively specified to be part of the road within the meaning and for the purposes of the Country Roads Acts.

SCHEDULE.

Shire of Charlton.

All that piece of land in the Parish of Coonoor East, the boundaries of which are as follow:—Commencing at the north-western angle of allotment 1, section B, of the said parish; thence by lines bearing respectively 90 deg. 4 min. 300 links, 251 deg. 38 min. 316.2 links, and 0 deg. 4 min. 100 links to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan No. 3677 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May, One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

DECLARATION OF A NEW ROAD IN THE SHIRE OF
COLAC.

WHEREAS by section 4 of the *Country Roads Act 1936* (No. 4458) incorporating section 21 of the *Country Roads Act 1928* (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the Country Roads Acts has taken the land necessary for constructing a road or deviation it shall as soon as it thinks such road or deviation is fit to be used as a public highway by Resolution declare the road or deviation to be a road or part thereof and that upon publication in the *Government Gazette* of the Order of the Governor in Council confirming such Resolution such road or deviation shall thereupon be a road or part thereof within the meaning of the said Acts: And whereas the said Board has by Resolution declared the road on the land described in the Schedule to such Resolution to be part of a road: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a New Road under the Country Roads Acts.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the Country Roads Acts 1928 and 1936 for the purpose of constructing such new road which new road has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said first cited Act) thinks that the road aforesaid is fit to be used as part of a public highway such Board at a meeting now holden acting under the authority conferred upon it by section 4 of the *Country Roads Act 1936* (No. 4458) and section 21 of the *Country Roads Act 1928* doth by this Resolution hereby declare the said new road the course of which is described in the Schedule hereto with the commencing and terminating points thereof respectively specified to be part of the road within the meaning and for the purposes of the Country Roads Acts.

SCHEDULE.

Shire of Colac.

All that piece of land in the Parish of Irrewillipe, the boundaries of which are as follow:—Commencing at the north-eastern angle of allotment 23C of the said parish; thence by lines bearing respectively 180 deg. 0 min. 1904 links, 149 deg. 6 min. 2,336 links, 180 deg. 0 min. 100 links, 270 deg. 0 min. 56.7 links, 329 deg. 6 min. 2,420.3 links, 360 deg. 0 min. 1,731.6 links, 315 deg. 0 min. 282.8 links, and 00 deg. 0 min. 300 links to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan No. 3935 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May, One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

DECLARATION OF A NEW ROAD IN THE SHIRE OF DONALD.

WHEREAS by section 4 of the *Country Roads Act 1936* (No. 4458) incorporating section 21 of the *Country Roads Act 1928* (No. 3662) it is amongst other things enacted that when the Country Roads Board under the provisions of the Country Roads Acts has taken the land necessary for constructing a road or deviation it shall as soon as it thinks such road or deviation is fit to be used as a public highway by Resolution declare the road or deviation to be a road or part thereof and that upon publication in the *Government Gazette* of the Order of the Governor in Council confirming such Resolution such road or deviation shall thereupon be a road or part thereof within the meaning of the said Acts: And whereas the said Board has by Resolution declared the road on the land described in the Schedule to such Resolution to be part of a road: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria by and with the advice of the Executive Council thereof doth hereby confirm the said Resolution.

Resolution for Declaration of a New Road under the Country Roads Acts.

Whereas the land the site of the road the course of which is below set out was taken by the Board under the provisions of the Country Roads Acts 1928 and 1936 for the purpose of constructing such new road which new road has now been laid out and formed on the same: And whereas the said Board (being the Country Roads Board incorporated under the said first cited Act) thinks that the road aforesaid is fit to be used as part of a public highway such Board at a meeting now holden acting under the authority conferred upon it by section 4 of the *Country Roads Act 1936* (No. 4458) and section 21 of the *Country Roads Act 1928* doth by this Resolution hereby declare the said new road the course of which is described in the Schedule hereto with the commencing and terminating points thereof respectively specified to be part of the road within the meaning and for the purposes of the Country Roads Acts.

SCHEDULE.

Shire of Donald.

All that piece of land in the Parish of Laen, the boundaries of which are as follow:—Commencing at a point on the western boundary of allotment 13, section C, of the said parish, distant 180 deg. 0 min. 989 links from the north-western angle of that allotment; thence by lines bearing respectively 63 deg. 58 min. 1,772.7 links, 97 deg. 33 min. 542.3 links, 243 deg. 58 min. 2,371 links, and 360 deg. 0 min. 333.9 links to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan No. 3899 lodged in the office of the Country Roads Board.

The common seal of the Country Roads Board was hereto affixed, at Melbourne, this fifteenth day of May. One thousand nine hundred and thirty-nine, in the presence of—

(SEAL) F. W. FRICKE, Chairman.
W. L. DALE, Member.
R. JANSEN, Secretary.

ORDER APPROVING OF A DEVIATION FROM A MAIN ROAD IN THE SHIRE OF DUNDAS.

WHEREAS the Country Roads Board constituted under the *Country Roads Act 1928* (No. 3662) has represented to His Excellency the Governor in Council that it appears to it desirable that the deviation hereinafter referred to from the existing Hamilton-Port Fairy road in the Shire of Dundas (declared to be a main road under the said Act which declaration was confirmed by the Order in Council published in the *Government Gazette* of the 25th November, 1914, on page 5287) should be made by the said Board: And whereas the said Board in accordance with the requirements of section 19 of the said cited Act has caused to be prepared a map plan and estimate showing the points between which and on and through what land the said deviation is proposed to be made and the cost of acquiring the land and constructing the said deviation: And whereas on an inspection of the said map and plan and a consideration of the said estimate His Excellency the Governor in Council is satisfied that there are funds legally available for acquiring the land and constructing the said deviation: Now therefore he it known by this present Order that His Excellency the Lieutenant-Governor of the State of Victoria with the advice of the Executive Council thereof doth hereby approve of the said road being made, that is to say:—

All that piece of land in the Parish of Byaduk, the boundaries of which are as follow:—Commencing at an angle in the western boundary of subdivision B of Crown allotment 7, section 22, of the said parish, formed by the intersection

of lines bearing 315 deg. 35 min. and 5 deg. 43 min.; thence by lines bearing respectively 5 deg. 43 min. 1,192 links, 159 deg. 15 min. 677 links, 180 deg. 0 min. 448.5 links, 193 deg. 44 min. 386.7 links, and 315 deg. 35 min. 379.5 links to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan No. 4158 lodged in the office of the Country Roads Board.

ORDER APPROVING OF A NEW MAIN ROAD IN THE SHIRE OF LILLYDALE.

WHEREAS the Country Roads Board constituted under the *Country Roads Act 1928* (No. 3662) has represented to His Excellency the Governor in Council that it appears to it desirable that the new Mount Dandenong-road in the Shire of Lillydale should be made by the said Board: And whereas the said Board in accordance with the requirements of section 19 of the said cited Act has caused to be prepared a map plan and estimate showing the points between which and on and through what land the said new road is proposed to be made and the cost of acquiring the land and constructing the said new road: And whereas on an inspection of the said map and plan and a consideration of the said estimate His Excellency the Governor in Council is satisfied that there are funds legally available for acquiring the land and constructing the said new road: Now therefore he it known by this present Order that His Excellency the Lieutenant-Governor of the State of Victoria with the advice of the Executive Council thereof doth hereby approve of the said road being made, that is to say:—

All that piece of land in the Parish of Warrandyte, the boundaries of which are as follow:—Commencing at the southern angle of allotment 37B of the said parish; thence by lines bearing respectively 282 deg. 33 min. 34 ft., 72 deg. 15 min. 91 ft., and 236 deg. 42 min. 64 ft. to the point of commencement—which said piece of land is particularly delineated and shown coloured red on survey plan No. 4144 lodged in the office of the Country Roads Board.

ORDER APPROVING OF A DEVIATION FROM A MAIN ROAD IN THE SHIRE OF PHILLIP ISLAND.

WHEREAS the Country Roads Board constituted under the *Country Roads Act 1928* (No. 3662) has represented to His Excellency the Governor in Council that it appears to it desirable that the deviation hereinafter referred to from the existing Newhaven-road in the Shire of Phillip Island (declared to be a main road under the said Act which declaration was confirmed by the Order in Council published in the *Government Gazette* of the 8th May, 1929, on page 1423) should be made by the said Board: And whereas the said Board in accordance with the requirements of section 19 of the said cited Act has caused to be prepared a map plans marked A and B and estimate showing the points between which and on and through what land the said deviation is proposed to be made and the cost of acquiring the land and constructing the said deviation: And whereas on an inspection of the said map and plans and a consideration of the said estimate His Excellency the Governor in Council is satisfied that there are funds legally available for acquiring the land and constructing the said deviation: Now therefore he it known by this present Order that His Excellency the Lieutenant-Governor of the State of Victoria with the advice of the Executive Council thereof doth hereby approve of the said road being made, that is to say:—

All those pieces of land in the Parish of Phillip Island, the boundaries of which are as follow:—

- (a) Commencing at the south-western angle of allotment 105 of the said parish; thence by lines bearing respectively 360 deg. 0 min. 500 links, 135 deg. 0 min. 707.1 links, and 270 deg. 0 min. 500 links to the point of commencement.
- (b) Commencing at the north-eastern angle of allotment 123 of the said parish; thence by lines bearing respectively 180 deg. 0 min. 151.5 links, 296 deg. 34 min. 338.8 links, and 90 deg. 0 min. 303 links to the point of commencement—

—which said pieces of land are particularly delineated and shown coloured red on survey plans Nos. 4153 and 4154 lodged in the office of the Country Roads Board.

And the Honorable Sir George Goudie, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

Apprenticeship Acts.

APPRENTICESHIP COMMISSION OF VICTORIA.

At the Executive Council Chamber, Melbourne, the thirtieth day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.

Mr. Bailey	|	Mr. Tuckett.
Mr. Hyland	|	

AMENDMENT OF ENGINEERING TRADES REGULATIONS (No. 2).

IN pursuance of the powers conferred by the Apprenticeship Acts and the *Acts Interpretation Act 1928*, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby make the following Regulations (that is to say):—

1. Regulation 7 of the Engineering Trades Regulations (No. 2) shall be, and the same is hereby rescinded as from the first pay period to commence in June, 1939.

2. Such rescission shall not affect any right accrued or accruing to any person or any liability of any person under the said rescinded Regulation before the commencement of these Regulations.

3. For the said rescinded Regulation substitute the following:—

“7. The minimum rates of pay to be paid to apprentices as wages in each year of their apprenticeship course shall be as follows as from the first pay period to commence in June, 1939, and all indentures heretofore executed under the provisions of the Acts and Regulations made in respect of the aforesaid trades shall be deemed to be amended accordingly:—

(a) With respect to the term of apprenticeship of five years—

1st year—at the rate of 15s. per week.
2nd year—at the rate of 21s. 6d. per week.
3rd year—at the rate of 36s. 3d. per week.
4th year—at the rate of 58s. 9d. per week.
5th year—at the rate of 73s. 6d. per week.

(b) With respect to the term of apprenticeship of four years—

1st year—at the rate of 18s. per week.
2nd year—at the rate of 35s. per week.
3rd year—at the rate of 58s. 9d. per week.
4th year—at the rate of 73s. 6d. per week.”

AMENDMENT OF MOULDING TRADES REGULATIONS (No. 2).

IN pursuance of the powers conferred by the Apprenticeship Acts and the *Acts Interpretation Act 1928*, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby make the following Regulations (that is to say):—

1. Regulation 8 of the Moulding Trades Regulations (No. 2) shall be, and the same is hereby rescinded as from the first pay period to commence in June, 1939.

2. Such rescission shall not affect any right accrued or accruing to any person or any liability of any person under the said rescinded Regulation before the commencement of these Regulations.

3. For the said rescinded Regulation substitute the following:—

“8. The minimum rates of pay to be paid to apprentices as wages in each year of their apprenticeship course shall be as follows as from the first pay period to commence in June, 1939, and all indentures heretofore executed under the provisions of the Acts and the Regulations made in respect of the aforesaid trades shall be deemed to be amended accordingly:—

(a) With respect to the term of apprenticeship of five years—

1st year—at the rate of 15s. per week.
2nd year—at the rate of 21s. 6d. per week.
3rd year—at the rate of 36s. 3d. per week.
4th year—at the rate of 58s. 9d. per week.
5th year—at the rate of 73s. 6d. per week.

(b) With respect to the term of apprenticeship of four years—

1st year—at the rate of 18s. per week.
2nd year—at the rate of 35s. per week.
3rd year—at the rate of 58s. 9d. per week.
4th year—at the rate of 73s. 6d. per week.”

AMENDMENT OF MOTOR MECHANICS REGULATIONS (No. 2).

IN pursuance of the powers conferred by the Apprenticeship Acts and the *Acts Interpretation Act 1928*, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby make the following Regulations (that is to say):—

1. Regulation 8 of the Motor Mechanics Regulations (No. 2) shall be, and the same is hereby rescinded as from the first pay period to commence in June, 1939.

2. Such rescission shall not affect any right accrued or accruing to any person or any liability of any person under the said rescinded Regulation before the commencement of these Regulations.

3. For the said rescinded Regulation substitute the following:—

“8. The minimum rates of pay to be paid to apprentices as wages in each year of their apprenticeship course shall be as follows as from the first pay period to commence in June, 1939, and all indentures heretofore executed under the provisions of the Acts and the Regulations made in respect of the aforesaid trades shall be deemed to be amended accordingly:—

(a) With respect to the term of apprenticeship of five years—

1st year—at the rate of 15s. per week.
2nd year—at the rate of 21s. 6d. per week.
3rd year—at the rate of 36s. 3d. per week.
4th year—at the rate of 58s. 9d. per week.
5th year—at the rate of 73s. 6d. per week.

(b) With respect to the term of apprenticeship of four years—

1st year—at the rate of 18s. per week.
2nd year—at the rate of 35s. per week.
3rd year—at the rate of 58s. 9d. per week.
4th year—at the rate of 73s. 6d. per week.”

AMENDMENT OF ELECTRICAL TRADES REGULATIONS (No. 3).

IN pursuance of the powers conferred by the Apprenticeship Acts and the *Acts Interpretation Act 1928*, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby make the following Regulations (that is to say):—

1. Regulation 4 of the Electrical Trade Regulations (No. 3) shall be, and the same is hereby rescinded as from the first pay period to commence in June, 1939.

2. Such rescission shall not affect any right accrued or accruing to any person or any liability of any person under the said rescinded Regulation before the commencement of these Regulations.

3. For the said rescinded Regulation substitute the following:—

“4. The minimum rates of pay to be paid to apprentices as wages in each year of their apprenticeship course shall be as follows as from the first pay period to commence in June, 1939, and all indentures heretofore executed under the provisions of the Acts and Regulations made in respect of the aforesaid trades shall be deemed to be amended accordingly:—

1st year—at the rate of 15s. per week.
2nd year—at the rate of 21s. 6d. per week.
3rd year—at the rate of 36s. 3d. per week.
4th year—at the rate of 58s. 9d. per week.
5th year—at the rate of 73s. 6d. per week.”

AMENDMENT OF BOILERMAKING AND/OR STEEL CONSTRUCTION TRADES REGULATIONS (No. 2).

IN pursuance of the powers conferred by the Apprenticeship Acts and the *Acts Interpretation Act 1928*, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby make the following Regulations (that is to say):—

1. Regulation 7 of the Boilermaking and/or Steel Construction Trades Regulations (No. 2) shall be, and the same is hereby rescinded as from the first pay period to commence in June, 1939.

2. Such rescission shall not affect any right accrued or accruing to any person or any liability of any person under the said rescinded Regulation before the commencement of these Regulations.

3. For the said rescinded Regulation substitute the following:—

“7. The minimum rates of pay to be paid to apprentices as wages in each year of their apprenticeship course shall be as follows as from the first pay period to commence in June, 1939, and all indentures heretofore executed under the

provisions of the Acts and the Regulations made in respect of the aforesaid trades shall be deemed to be amended accordingly:—

- (a) With respect to the term of apprenticeship of five years—
 1st year—at the rate of 15s. per week.
 2nd year—at the rate of 21s. 6d. per week.
 3rd year—at the rate of 36s. 3d. per week.
 4th year—at the rate of 58s. 9d. per week.
 5th year—at the rate of 73s. 6d. per week.
- (b) With respect to the term of apprenticeship of four years—
 1st year—at the rate of 18s. per week.
 2nd year—at the rate of 35s. per week.
 3rd year—at the rate of 58s. 9d. per week.
 4th year—at the rate of 73s. 6d. per week."

AMENDMENT OF SHEET METAL TRADE REGULATIONS (No. 2).

IN pursuance of the powers conferred by the Apprenticeship Acts and the *Acts Interpretation Act 1928*, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby make the following Regulations (that is to say):—

- Regulation 7 of the Sheet Metal Trade Regulations (No. 2) shall be, and the same is hereby rescinded as from the first pay period to commence in June, 1939.
- Such rescission shall not affect any right accrued or accruing to any person or any liability of any person under the said rescinded Regulation before the commencement of these Regulations.
- For the said rescinded Regulation substitute the following:—

"7. The minimum rates of pay to be paid to apprentices as wages in each year of their apprenticeship course shall be as follows as from the first pay period to commence in June, 1939, and all indentures heretofore executed under the provisions of the Acts and the Regulations made in respect of the aforesaid trades shall be deemed to be amended accordingly:—

- (a) With respect to the term of apprenticeship of five years—
 1st year—at the rate of 15s. per week.
 2nd year—at the rate of 21s. 6d. per week.
 3rd year—at the rate of 36s. 3d. per week.
 4th year—at the rate of 58s. 9d. per week.
 5th year—at the rate of 73s. 6d. per week.
- (b) With respect to the term of apprenticeship of four years—
 1st year—at the rate of 18s. per week.
 2nd year—at the rate of 35s. per week.
 3rd year—at the rate of 58s. 9d. per week.
 4th year—at the rate of 73s. 6d. per week."

And the Honorable Edwin Joseph Mackrell, His Majesty's Minister of Labour for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

EDUCATION ACT 1928, SECTION 78.

At the Executive Council Chamber, Melbourne, the thirtieth day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
 Mr. Bailey | Mr. Tuckett.
 Mr. Hyland |

THE WILLIAM ANGLISS FOOD TRADES SCHOOL ESTABLISHED AS A TECHNICAL SCHOOL AT MELBOURNE.

IN pursuance of the provisions of section 78 of the *Education Act 1928*, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby establish a Technical School in Melbourne, to be known as The William Angliss Food Trades School.

And the Honorable Sir John Harris, His Majesty's Minister of Public Instruction for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

DEPARTMENT OF LANDS AND SURVEY.

At the Executive Council Chamber, Melbourne, the thirtieth day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
 Mr. Bailey | Mr. Tuckett.
 Mr. Hyland |

UNUSED AND UNMADE ROADS CLOSED—SECTION 304, LAND ACT 1928.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby direct that, in pursuance of the provisions of section 304 of the *Land Act 1928*, the unused and unmade roads referred to hereunder be closed, viz.:—

Town of Lockwood, Parish of Lockwood, County of Bendigo, being the road lying between allotment 18 of section 22 and the Recreation Reserve.—(L.87(5)) (W.64196).

Parish of Yea, County of Anglesey, being the road lying between allotment 122 and the State School Reserve.—(Y.57(8)) (C.85436).

LANDS TEMPORARILY RESERVED FROM SALE.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, in pursuance of the provisions of the *Land Act 1928*, reserve, temporarily, and also except from occupation for mining purposes under any miner's right the lands hereinafter described:—

AVENEL.—Site for Public Park.—13 acres 2 roods 10 perches, more or less, Township of Avenel, Parish of Avenel, Counties of Delatite and Anglesey, in the two separate portions hereinafter described, viz.:—(1) 12 acres 3 roods 30 perches, more or less, Township of Avenel, Parish of Avenel, County of Delatite: Commencing at the north-west angle of allotment 3 of section 17; bounded thence by that allotment bearing S. 26 deg. 14 min. E. 100 links, by allotment 4 bearing S. 50 deg. 49 min. E. 343 links, and S. 10 deg. 5 min. E. 404 links; by a line bearing south-easterly to the north-west angle of allotment 11 of section 7, by that allotment bearing S. 55 deg. 3 min. E. 571 links, and N. 63 deg. 46 min. E. 54 5/10 links, by Livingstone-street bearing S. 26 deg. 14 min. E. 500 links, by a road bearing south-westerly to the permanent reservation for Public purposes along Hughes's Creek, by that reservation bearing northerly to a point in line with the north-western boundary of allotment 3 aforesaid; and thence by a line bearing N. 63 deg. 46 min. E. to the point of commencement. (2) 2 roods 20 perches, more or less, Township of Avenel, Parish of Avenel, County of Anglesey: Commencing at the north-east angle of allotment 15 of section 9; bounded thence by Kent-street bearing N. 63 deg. 53 min. E. to the permanent reservation for Public purposes along Hughes's Creek; by that reservation bearing southerly to the south-east angle of allotment 14 of section 9; and thence by that allotment and allotment 15 aforesaid bearing N. 12 deg. 27 min. W. 350 links to the point of commencement.—(A.71) (Rs.4949).

HEATHCOTE.—Site for a Cemetery.—37 perches, Town of Heathcote, Parish of Heathcote, Country of Dalhousie: Commencing at a point bearing S. 42 deg. 37 min. E. 830 5/10 links, and S. 51 deg. 30 min. W. 252 links from the north angle of allotment 8 of section 4B; bounded thence by that allotment bearing S. 51 deg. 30 min. W. 183 8/10 links, N. 33 deg. 53 min. W. 121 links, and N. 47 deg. 15 min. E. 185 links; and thence by said allotment 8 and a road bearing S. 33 deg. 57 min. E. 135 links to the point of commencement.—(H.74(3)) (Rs.4946).

CAULFIELD.—Site for a Technical School.—2 acres 22 perches, City of Caulfield, Parish of Prahran, County of Bourke: Commencing at a point bearing N. 89 deg. 53 1/2 min. E. 3 chains 86 6/10 links from the intersection of the north side of Railway-avenue and the east side of Queen's-avenue; bounded thence by lines bearing N. 0 deg. 5 1/2 min. W. 6 chains 30 7/10 links, S. 53 deg. 5 min. E. 1 chain 80 1/2 links, S. 46 deg. 53 min. E. 2 chains 25 links, S. 40 deg. 6 min. E. 4 chains 30 4/10 links, and southerly 42 3/10 links in an arc of a circle whose centre lines 18 7/10 links north-westerly, and chord bearing S. 24 deg. 54 min. W. 33 8/10 links; and thence by Railway-avenue bearing S. 89 deg. 53 1/2 min. W. 5 chains 79 9/10 links to the point of commencement.—(P.70r(1)) (Rs.4750).

TYNTYNDER.—Site for Public Recreation.—12 acres 1 rood 23 perches, being allotment 23 of section G, Parish of Tynnynder, County of Tatchera: Commencing at the north-east angle of allotment 22; bounded thence by a channel reserve

bearing S. 72 deg. 13 min. E. 706 links, and S. 7 deg. 15 min. W. 1,606 links, by allotment 23A bearing N. 89 deg. 57 min. W. 600 links, and S. 7 deg. 15 min. W. 504 links, by a road bearing N. 89 deg. 57 min. W. 100 links; and thence by allotment 22 aforesaid bearing N. 7 deg. 15 min. E. 2,327 links to the point of commencement.—(T.244(10) (Rs.4943).

And the Honorable A. E. Lind, His Majesty's Commissioner of Crown Lands and Survey for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

Water Acts.

STATE RIVERS AND WATER SUPPLY COMMISSION.

MORNINGTON PENINSULA WATERWORKS DISTRICT.

At the Executive Council Chamber, Melbourne, the
thirtieth day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Bailey | Mr. Tuckett.
Mr. Hyland

ORDER IN COUNCIL PROCLAIMING PORTION OF
DISTRICT TO BE AN URBAN DISTRICT—AMENDED.

UNDER the powers conferred by the Water Acts, and all other powers enabling him in that behalf, His Excellency the Lieutenant-Governor of the State of Victoria, with the advice of the Executive Council of the said State, doth hereby declare, order, and direct as follows:—

That the following boundaries be substituted for the boundaries set out and described in the Proclamation of the Governor in Council made by Order of the Governor in Council on 25th day of November, 1924, and published in the *Victoria Government Gazette* of 26th day of November, 1924.

BOUNDARIES OF SPRINGVALE URBAN DISTRICT.

Commencing at the south-eastern angle of allotment 17, Parish of Dandenong, County of Bourke; thence southerly by a line, the eastern boundary of allotments 18, 19, 28, 28A, and 51, and lines connecting those boundaries, to the Dandenong Creek; thence generally south-westerly by that creek to the southern boundary of said allotment 51; thence westerly by the last-mentioned boundary to the western angle of that allotment; thence southerly by a line and the eastern boundary of Chaudlers-road to a point in line with the southern boundary of Church-street; thence westerly by a line, the last-mentioned boundary, and by a line in continuation thereof to the western boundary of Chapel-road; thence northerly by that boundary to the southern boundary of Brighton-road; thence westerly by that boundary to the north-eastern angle of allotment 2, section XXI, Parish of Mordialloc; thence north-westerly by a line to the eastern angle of allotment 3, section XX; thence generally north-westerly by the south-western boundary of the old Dandenong-road to the northern boundary of allotment 2, section XIX; thence north-easterly by a line to the most southerly point in allotment 2, section XIV; thence generally north-easterly by the western boundary of Springvale-road (locally known as Tootal's-road) to the north-eastern angle of allotment 1, section XIV; thence north-easterly by a line to the south-western angle of allotment 1, section XII; thence easterly by the northern boundary of Kingston-road to the western boundary of Westall-road; thence northerly by the last-mentioned boundary to a point therein, distant 13 miles in a straight line from the old General Post Office, Melbourne; thence generally north-easterly by the arc of a curve of radius 13 miles from the old General Post Office aforesaid to the point of intersection with the north-eastern boundary of the Melbourne to Dandenong railway reserve; thence south-easterly by the said railway reserve boundary to the western boundary of allotment 3, section V; thence northerly by the last-mentioned boundary, and easterly by the northern boundary of said allotment 3, and by a line in continuation of the last-mentioned boundary to the eastern boundary of Springvale-road; thence southerly by the last-mentioned boundary to a point therein distant 133 ft. 5 in. southerly from the southern boundary of Lenore-street—as shown on plan of subdivision lodged in the Office of Titles and No. 12207; thence generally south-easterly by the south-western boundary of the drainage or Mile Creek reserve shown on plans of subdivision Nos. 12207, 9322, and 12891, to the western boundary of allotment 11, Parish of Dandenong; thence southerly by the western boundary and easterly by the southern boundary of the said allotment 11 to the eastern angle of that allotment; thence easterly by a line and the southern boundaries of allotments 7D and 6, and northerly by the eastern

No. 122.—7323/39.—2

boundary of the last-mentioned allotment to the north-western angle of the land described in certificate of title, volume 4273, folio 486; thence easterly by the northern boundary of the said land to the north-eastern angle thereof; thence easterly by a line to the north-western angle of allotment 83; thence easterly by the northern boundaries of allotments 83 and 82 to the Dandenong Creek; thence generally southerly by that creek to the southern boundary of allotment 65; thence westerly by the northern boundary of a road to the point of commencement, all of which boundaries are shown on a plan approved by the Governor in Council and deposited in the office of the State Rivers and Water Supply Commission, Melbourne.

And as on and from the 1st day of July, 1939, the said Order of the Governor in Council shall be deemed to be amended accordingly.—(Corr. 39/5835.)

KOONDROOK IRRIGATION AND WATER SUPPLY
DISTRICT.—DISTRICT EXTENDED.

UNDER the powers conferred by the Water Acts, and all other powers enabling him in that behalf, His Excellency the Lieutenant-Governor of the State of Victoria, with the advice of the Executive Council of the said State, and on the recommendation of the State Rivers and Water Supply Commission, doth hereby declare, order, and direct as follows:—

That the Koondrook Irrigation and Water Supply District be extended by adding to the same the lands set out and described in the Schedule hereto, and as on and from the first day of July, 1939, such district shall be deemed to be so extended.

SCHEDULE.

Commencing at the most northern angle of allotment 15, section 2, Parish of Benjeroop, County of Gunbower; thence north-easterly by a line in continuation of the north-western boundary of said allotment 15 to the south-western boundary of allotment 1; thence generally north-westerly by the north-eastern boundary of a road to the most western angle of allotment 1A; thence northerly and easterly by the western and northern boundaries of that allotment and northerly by the western boundary of allotment 1B to the most northern angle of allotment 1C; thence by a line bearing N. 14 deg. 22 min. W. to the south bank of the River Murray; thence generally south-easterly by that river bank to a point in line with the south-eastern boundary of allotment 2, said section 2; thence south-westerly by a line the last mentioned boundary and by a line in continuation thereof to the north-eastern boundary of allotment 14; thence north-westerly by the south-western boundary of a road to the point of commencement.

The lands described in the foregoing Schedule are shown on a plan approved by the Governor in Council, and deposited in the office of the State Rivers and Water Supply Commission, Melbourne.—(Corr. 38/21445.)

And the Honorable Francis Edward Old, His Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

STATE RIVERS AND WATER SUPPLY COMMISSION.

At the Executive Council Chamber, Melbourne, the
thirtieth day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Bailey | Mr. Tuckett.
Mr. Hyland

AMENDMENT OF ORDER.

UNDER the powers conferred by the Water Acts and all other powers enabling him in that behalf, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council of the said State, doth hereby amend the Order in Council made on the 30th June, 1896, and published in the *Government Gazette* of the 3rd July, 1896, constituting the Lawloit Waterworks Trust, by substituting for the name "Lawloit Waterworks Trust" the name "Shire of Kaniva Waterworks Trust".

And the Honorable Francis Edward Old, His Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

MILK BOARD ACTS.

*At the Executive Council Chamber, Melbourne, the
thirtieth day of May, 1939.*

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Bailey | Mr. Tuckett.
Mr. Hyland |

REGULATIONS.

IN pursuance of the powers conferred by the Milk Board Acts and every other power enabling him in that behalf, His Excellency the Lieutenant-Governor of the State of Victoria, with the advice of the Executive Council thereof, doth hereby prescribe the following Charitable Institutions:—

Hospitals.

Austin Hospital for Cancer and Chronic Diseases.
The Children's Hospital.
Queen Victoria Memorial Hospital.
Talbot Colony for Epileptics.
The Victorian Eye and Ear Hospital.
The Women's Hospital.
The Royal Melbourne Hospital.
The Alfred Hospital.
Prince Henry's Hospital.
St. Vincent's Hospital.
The Williamstown, Footscray, and District General Hospital.
After Care Hospital and Melbourne District General Hospital.
Caulfield Convalescent Hospital.
Infectious Diseases Hospital, Fairfield.

Chief Secretary's Department.

Travancore Special School for Children.

Health Department.

Greenvale Sanatorium.
"Gresswell" Sanatorium, Mont Park.
Heatherton Sanatorium.

Mental Hygiene Department.

Mental Hospital, Kew.
Mental Hospital, Royal Park.
Mental Hospital, Mont Park.

Repatriation Commission.

Azac Hostel, Brighton.
General Hospital, Caulfield.
Mental Hospital, Bundoora.
Sanatorium, Macleod.

Benevolent Homes.

The Melbourne Benevolent Asylum and Hospital for the Aged and Infirm.
The Victorian Benevolent Home and Hospital for Aged and Infirm.

Homes for Aged and Infirm.

Bethany.
Box Hill.
Dr. Singleton's.
Little Sisters of the Poor.
Nazareth House, Canterbury.
Pilgrims' Rest.
Weeroona Aged Women's Home.
Women's Shelter.

Orphanages.

Box Hill Boys' Homes.
Camberwell Girls' Homes.
The City Crèche.
Central Mission Boys' Training Farm.
St. Anthony's Home for Destitute Children.
St. Joseph's Home for Destitute Children.
St. Vincent de Paul's Boys' Orphanage.
St. Vincent de Paul's Girls' Orphanage.
Alice Lovell Clarke Home.
Church of England Home for Boys (St. John Evangelist's).
Church of England Home for Boys (St. Martin's).
Church of England Homes for Children.
East Kew Girls' Home.
Gordon Institute for Boys.
Melbourne Orphanage.
Methodist Babies' Home.
Methodist Homes for Children.
Minton Boys' Home.
Presbyterian and Scot's Church Neglected Children's Aid Society.
Presbyterian Babies' Home.
St. Agnes's Home for Girls.
St. Joseph's and St. Mary's, Abbotsford.
St. Nicholas's Home for Boys.
Sutherland Homes.
Victorian Children's Aid Society.

Refuges.

The Carlton Home, Keppel-street.
 Fitzroy Maternity Home.
 St. Joseph's Receiving Home, Carlton.
 Central Mission Girls' Memorial Home.
 "Kedesh."
 Magdalen Asylum, Albert Park.
 Maternity Home (Melbourne City Mission).
 Presbyterian Girls' Home.
 Presbyterian Sisterhood.

Rescue Homes.

Abbotsford Female Refuge or Magdalen Asylum.
 Brunswick Rescue Home.
 The Central Mission, "Moreland Hall."
 Convent of Good Shepherd.
 The Elizabeth Fry Retreat.
 House of Mercy, Cheltenham.

Other Asylums.

Royal Victorian Institute for the Blind.
 The Victorian Deaf and Dumb Institution.

Foundling Homes.

Foundling Hospital and Infants' Home.
 Foundling Hospital, Broadmeadows.
 St. Gabriel's Babies' Home.

Convalescent Homes.

The Melbourne Convalescents' Home for Men.
 The Melbourne Convalescents' Home for Women.

Philanthropic Associations.

Abbotsford Prison Gate Home (Salvation Army).
 The Central Mission.
 Holiday Home for Kindergarten Children.
 Society for the Health of Women and Children of Victoria (Tweddle Hospital).
 Training School and Mothercraft Home.
 The Metropolitan Milk Council.
 Melbourne Sailors' Rest.
 School of Home Crafts.

Hostels.

Central Mission Girls' Hostel.
 Butler House.
 Gill Memorial Home.
 Presbyterian Girls' Hostel.
 Sister Grace's Home for Girls.
 Travellers' Aid Society Hostel.
 Wm. Booth Home.

Crèches.

Brunswick Crèche Society.
 Carlton Crèche.
 Collingwood Crèche Society.
 North Melbourne Crèche Society.
 Prahran, South Yarra, and Toorak Crèche.
 Richmond Crèche.
 South Melbourne Crèche Society.

Free Kindergartens.

Church of England Free Kindergarten Schools—

Carlton.	North Melbourne.
Collingwood.	South Melbourne.
Fitzroy.	West Melbourne.

Presbyterian Free Kindergartens.
 St. Joseph's Free Kindergarten.

Free Kindergarten Union of Victoria—

Auburn.	Lillian Cannam.
Booroondara.	Loreto.
Brunswick.	Manresa.
Burnley.	Marie Kirk.
Carlton.	Northcote.
Collingwood Mission.	Nursery School (Prahran).
Dame Nellie Melba.	Renown.
Fitzroy Mission.	St. Kilda and Balaclava.
Hornbrook (Prahran).	South Melbourne Mission.
Keele-street (Collingwood).	Williamstown.
Lady Forster.	Yooralla.
Lady Northcote.	

Crèches and Free Kindergartens.

City Crèche and Free Kindergarten.
 Fitzroy Crèche and Free Kindergarten.
 Footscray Crèche and Free Kindergarten.

And the Honorable Edmond John Hogan, His Majesty's Minister of Agriculture for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
 Clerk of the Executive Council.

THE CONSTITUTION ACT AMENDMENT ACT 1928.
SECTION 192.

At the Executive Council Chamber, Melbourne,
the twenty-third day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Old | Sir John Harris
Mr. Bailey | Mr. Tuckett.

IN pursuance of the provisions contained in *The Constitution Act Amendment Act 1928*, section 192, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth make the following Orders, that is to say:—

REVOCATION OF APPOINTMENT OF POLLING PLACES FOR THE
ELECTORAL DISTRICT OF OUYEN.

(1) Revoke the appointment of Turriff as a Polling Place for the Hopetoun Subdivision of the Electoral District of Ouyen.

(2) Revoke the appointment of Yarto as a Polling Place for the Ouyen Subdivision of the Electoral District of Ouyen.

REVOCATION AND APPOINTMENT OF POLLING PLACES FOR
THE ELECTORAL DISTRICT OF OUYEN.

Revoke the appointment of the Places named in the second column of the schedule hereunder, and appoint the Places named in the third column of the said schedule as Polling Places within and for the Subdivisions of the Electoral District of Ouyen named in conjunction therewith in the first column of the said schedule:—

SCHEDULE.

Subdivisions.	Polling places revoked.	Polling places appointed.
Birchip	Curyo West ..	Beulah West ..
Hopetoun .. ..	.. ..	Rosebery West ..
Hopetoun .. ..	.. ..	Speed East ..
Ouyen	Tempy East ..	.. ..
Ouyen	Turriff East ..	.. ..

And the Honorable Henry Stephen Bailey, His Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

DEPARTMENT OF PUBLIC WORKS.

At the Executive Council Chamber, Melbourne, the
thirtieth day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Bailey | Mr. Tuckett.
Mr. Hyland |

REVOCATION OF ORDER APPLYING VOTING BY POST
TO ELECTIONS OF COUNCILLORS OF THE MUNICIPALITY
OF THE CITY OF SOUTH MELBOURNE.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, under the provisions of section 148 (3), of the *Local Government Act 1928* (No. 3720) and pursuant to the petition of the Council of the City of South Melbourne in that behalf, revoke the Order approved by the Governor in Council on the 10th March, 1936, in so far as it applies the provisions of Division 15 of Part V. of the *Constitution Act Amendment Act 1928* (No. 3660) to the election of councillors for the municipality of the City of South Melbourne.

And the Honorable Sir George Goudie, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

MOTOR OMNIBUS ACT 1928 (No. 3742).

At the Executive Council Chamber, Melbourne, the thirtieth
day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Bailey | Mr. Tuckett.
Mr. Hyland |

VARIATION OF CERTAIN CONDITIONS IN RESPECT OF
A ROUTE WITHIN THE METROPOLITAN AREA (No. 48A)
ALONG WHICH MOTOR OMNIBUSES FOR WHICH
"REGULAR SERVICE" LICENCES ARE GRANTED
MAY PLY FOR HIRE.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, in pursuance of the powers conferred by the *Motor Omnibus Act 1928* (No. 3742), doth by this Order vary certain conditions in respect of a route (No. 48A) within the metropolitan area along which motor omnibuses for which "regular service" licences are granted may ply for hire, in the manner set out hereunder, and doth also provide that the Order in Council approved by His Excellency the Governor in Council on 18th December, 1931, shall be deemed to be amended further accordingly, viz.:—

Under the heading "Time-tables to be observed," amend the expression "Sundays—Leave Essendon Railway Station 1 p.m." to read "Sundays—Leave Essendon Railway Station 2.05 p.m." Also amend the ultimate expression "Sundays 1.50 p.m. and 4.30 p.m. from Broadmeadows" to read "Sundays—3 p.m. from Broadmeadows and 5 p.m. from Greenvale Sanatorium."

Under the heading "Fares to be charged" add "Return through fare between Essendon Railway Station and Greenvale Sanatorium, 2s."

His Excellency doth by this Order further provide:—

Licensing Authority.—Pursuant to the provisions of section 15 of the *Motor Omnibus Act 1928* (No. 3742), His Excellency by this Order confers upon the Licensing Authority full power and authority for carrying into effect by the said Licensing Authority of the foregoing provisions of this Order.

And the Honorable Sir George Louis Goudie, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

MOTOR OMNIBUS ACT 1928 (No. 3742).

At the Executive Council Chamber, Melbourne, the thirtieth
day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Bailey | Mr. Tuckett.
Mr. Hyland |

VARIATION AND EXTENSION OF A ROUTE (No. 96A)
WITHIN THE METROPOLITAN AREA ALONG WHICH
MOTOR OMNIBUSES FOR WHICH "REGULAR
SERVICE" LICENCES ARE GRANTED MAY PLY FOR
HIRE.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, in pursuance of the powers conferred by the *Motor Omnibus Act 1928* (No. 3742), doth by this Order extend a certain route (No. 96A) within the metropolitan area along which motor omnibuses for which "regular service" licences are granted may ply for hire, in the manner set out hereunder, and doth also provide that the Order in Council approved by His Excellency the Governor in Council on 3rd October, 1938, shall be deemed to be amended accordingly, viz.:—

Description of Route.—Under the heading "Description of Route, including Commencing and Terminal Points," delete the words "and Normanby-avenue, to the corner of Normanby-avenue" and insert in place thereof the words "Lewis-street, Leinster-grove, Beaconsfield-parade, Spencer-street, Woolton-avenue, to the corner of Woolton-avenue."

Sections on Route.—Under the heading "Sections (if any) on Route" delete the existing particulars in respect of sections Nos. (4) and (5) and insert in place thereof the following, viz.:—

- (4) Between the corner of Leinster-grove and Normanby-avenue, and the corner of Leinster-grove and Beaconsfield-parade; and
- (5) Between the corner of Leinster-grove and Beaconsfield-parade, and the corner of Woolton-avenue and High-street.

Fares.—Under the heading "Fares to be Charged" add "with the exception of section No. (5), the fare for which section shall be 2d."

Licensing Authority.—Pursuant to the provisions of section 15 of the *Motor Omnibus Act 1928* (No. 3742), His Excellency doth by this Order confer upon the Licensing Authority full power and authority for carrying into effect by the said Licensing Authority of the foregoing provisions of this Order.

And the Honorable Sir George Louis Goudie, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

MELBOURNE AND GEELONG CORPORATIONS ACT 1938

At the Executive Council Chamber, Melbourne, the thirtieth day of May, 1939.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Bailey | Mr. Tuckett.
Mr. Hyland

RESUBDIVISION OF MUNICIPAL DISTRICT OF CITY OF GEELONG.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, pursuant to the provisions of section 16 of the *Melbourne and Geelong Corporations Act 1938*, and acting upon a request by the Council of the City of Geelong, dated the ninth day of May, One thousand nine hundred and thirty-nine, doth by this Order resubdivide the municipal district of the City of Geelong into five wards, to be named the Barwon Ward, Bellerine Ward, Kardinia Ward, Ormond Ward, and Villamanta Ward, the several boundaries of which are herein set forth and described, that is to say:—

BARWON WARD.

Commencing at the intersection of Ryrie-street and Moorabool-street; thence easterly by Ryrie-street to Garden-street; southerly by Garden-street to Carr-street; north-westerly by Carr-street to Swanston-street; southerly by Swanston-street to the City boundary; north-westerly by that boundary to Moorabool-street aforesaid; and thence northerly by Moorabool-street to the commencing point.

BELLERINE WARD.

(Unaltered.)

KARDINIA WARD.

(Unaltered.)

ORMOND WARD.

Commencing at the intersection of Ryrie-street and Garden-street; thence easterly by Ryrie-street to the City boundary; thence southerly, westerly, and north-westerly by that boundary to Swanston-street, northerly by Swanston-street to Carr-street, south-easterly by Carr-street to Garden-street aforesaid; and thence northerly by Garden-street to the commencing point.

VILLAMANTA WARD.

(Unaltered.)

And the Honorable Sir George Goudie, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

C. W. KINSMAN,
Clerk of the Executive Council.

APPROACHING LAND SALES.

SALES of Crown Lands in fee-simple to be held at the under-mentioned places and dates, viz.:—

	No. of Gazette.
Hamilton.—Friday, 2nd June, 1939 ..	72
Melbourne.—Wednesday, 14th June, 1939 ..	90
Melbourne.—Wednesday, 21st June, 1939 ..	122
Mirboo North.—Thursday, 8th June, 1939 ..	87
Redcliffs.—Thursday, 22nd June, 1939 ..	112
Rochester.—Tuesday, 6th June, 1939 ..	72
Warragul.—Thursday, 8th June, 1939 ..	87

Lands and Survey Office, Melbourne.

SALE BY AUCTION.

MELBOURNE.—Sale of right to lease of Crown allotment will be held at the AUCTION ROOMS of BAILLIEU, ALLARD PTY. LTD., 360 Collins-street, MELBOURNE, on WEDNESDAY, the 21st day of JUNE, 1939, at half-past ELEVEN o'clock a.m. To be conducted by S. L. V. SMITH, Land Officer. Auctioneers: BAILLIEU, ALLARD PTY. LTD., 360 Collins-street, Melbourne.

The right to leases of the Crown allotments hereinafter described, under section 125 of the *Land Act 1928*, and section 5 of the *Land Act 1932*, will be offered for sale by public auction at the auction rooms of Baillieu, Allard Pty. Ltd., 360 Collins-street, at half-past Eleven o'clock, on Wednesday, the 21st day of June, 1939, for all or any of the purposes here specified, viz.:—

Stores,
Factories,
General engineering works.

A. E. LIND,

Commissioner of Crown Lands and Survey.

Office of Lands and Survey,
Melbourne, 29th May, 1939.

CONDITIONS OF LEASE.

- The term shall be twenty-five (25) years commencing 22nd June, 1939.
- The rent shall be payable quarterly in advance.
- The site and all improvements and buildings, whether attached to the soil or not, shall revert absolutely to the Crown on expiry or any previous determination of the lease.
- The buildings must be maintained throughout the whole term of the lease in good order and repair to the satisfaction of the Board of Land and Works, which reserves the right of entry for inspection.
- Plans of all buildings proposed to be erected on the land shall be submitted to and approved by the Board of Land and Works before erection.
- The lessee shall be bound to keep all buildings insured to an amount as fixed from time to time by the Surveyor-General for the time being, the insurance to be in the name of the Treasurer of the State of Victoria, and the policy in respect thereof to be deposited at the Lands Department, Melbourne.
- The lessee shall not assign or sub-let the allotment, or any portion thereof, without the consent of the Governor in Council.
- The lease will be voidable for non-payment of rent, or breach of any conditions thereof, or if the lessee fail at any time to use the land bona fide for the purposes for which it has been demised.
- The site shall not be used, nor be allowed to be used, for the purpose of storing dynamite, gunpowder, kerosene, or other combustible or inflammable manufactured materials.
- The Governor in Council reserves the right to resume for public purposes on payment of compensation for the interest in the unexpired term of the lease.
- From the time of sale by auction of any land, the purchaser thereof shall for the purposes of any Acts relating to local government, or public health, or sewerage, or water supply, be deemed and taken to be the owner thereof.
- Improvements to the value of £5,000 to be effected on the area within six months of the date of lease.
- No advertisements will be allowed on either site other than those connected with the lessee's business, and then only with the consent of the Minister of Lands.

CITY OF SOUTH MELBOURNE, PARISH OF MELBOURNE SOUTH,
COUNTY OF BOURKE.

Near Junction of Lorimer-street and Normanby-road.

Upset rental £486 per annum for first ten years.
Area 1a. 0r. 1½p., being allotment 90.

CLOSER SETTLEMENT ACT.

TENDERS are invited for the purchase, in fee simple, of the under-mentioned land, and will be received by the Secretary for Lands, Melbourne, up to noon on Thursday, 8th June, 1939:—

TOWNSHIP OF DUNROBIN ESTATE, PARISH OF CASTERTON,
COUNTY OF FOLLETT.

Area 2 roods, allotment 6.

TERMS AND CONDITIONS.

Deposit, to be lodged with tender, £8 10s. Balance payable in one year, together with interest computed at the rate of 4½ per cent. per annum.

No residence condition.

The highest or any tender not necessarily accepted.

W. McILROY,
Secretary for Lands.

Melbourne, 30th May, 1939.

PROPOSED REVOCATION OF TEMPORARY
RESERVATIONS OF LANDS BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservations of lands by Orders in Council hereunder referred to, viz.:—

The following Notices were published 1° on the 10th May, 1939, pursuant to Orders of the 9th May, 1939.

CLARKESDALE.—The Order in Council of the 4th January, 1883, temporarily reserving as a site for Public purposes (State School), and withholding from sale, leasing, and licensing 2 acres of land in the Parish of Clarkesdale.—(C.374(4) (C.86073).

WOOD'S POINT.—The Order in Council of the 20th February, 1865, temporarily reserving 1 rood 1 perch and 1 rood 39 perches of land as sites for Public Buildings at Wood's Point, to be revoked so far as regards the portion of the latter site hereinafter described, viz.:—14 perches, Township of Wood's Point, Parish of Goulburn, County of Wonnangatta: Commencing at the north-west angle of allotment 2 of section 21; bounded thence by that allotment bearing S. 13 deg. 44 min. W. 97 links; by lines bearing N. 67 deg. 52 min. W. 96 2/10 links, and N. 12 deg. 29 min. E. 83 links; and thence by Ellery-street bearing S. 76 deg. 16 min. E. 97 links to the point of commencement.—(W.207) (C.82246).

H. J. HYLAND,
for Commissioner of Crown Lands and Survey.

PROPOSED REVOCATION OF TEMPORARY
RESERVATIONS OF LANDS BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservations of lands by Orders in Council hereunder referred to, viz.:—

The following Notice was published 1° on the 24th May, 1939, pursuant to Order of the 23rd May, 1939.

ECHUCA.—The Order in Council of the 3rd May, 1875, temporarily reserving as a site for Friendly Societies' Recreation purposes, and withholding from sale, leasing, and licensing, 14 acres 18 perches of land, being sections 73 and 74, in the Borough of Echuca (Town of Echuca).—(E.3) (Rs.1136).

The following Notices were published 1° on the 31st May, 1939, pursuant to Orders of the 30th May, 1939.

PHILLIP ISLAND.—The Order in Council of the 24th December, 1937, temporarily reserving 256 acres 23 perches of land in the Parish of Phillip Island, as a site for a Sanctuary for Native Bears and for Water Supply purposes, to be revoked so far as regards the portion thereof hereinafter described, viz.:—2 acres 2 roods, more or less, Parish of Phillip Island, County of Mornington: Commencing at a point bearing west 2.100 links more or less from the north-west angle of allotment 15; bounded thence by lines bearing south 600 links more or less, west 500 links more or less, and north 400 links more or less; and thence by a road bearing N. 65 deg. 48 min. E., and east to the point of commencement.—(P.136) (Rs.4770).

YEA.—The Order in Council of the 15th September, 1873, temporarily reserving 5 acres of land, being portion of allotment 122, Parish of Yea, as a site for a State School.—(Y.57(6) (C.85436).

PORT MELBOURNE.—The Order in Council of the 23rd April, 1929, temporarily reserving 14 acres 2 roods of land in the City of Port Melbourne, Parish of Melbourne South, as a site for Public Recreation.—(M.334(18) (Rs.3854).

LOCKWOOD.—The Order in Council of the 29th December, 1874, temporarily reserving as a site for Recreation purposes, and withholding from sale, leasing, and licensing, 5 acres of land in the Town of Lockwood.—(L.87(5) (W.64196).

CORA LYNN.—The Order in Council of the 1st December, 1908, temporarily reserving 12 acres 3 roods 28 perches of land, being part of allotment 1 of section E, Parish of Koo-wee-rup East (now Township of Cora Lynn), as a site for Public Recreation.—(C.475(2) (Rs.1860).

KOO-WEERUP EAST.—The Order in Council of the 29th May, 1934, temporarily reserving 1 acre 3 roods of land in the Parish of Koo-wee-rup East as a site for Public Recreation, in addition to and adjoining the site temporarily reserved therefor by Order in Council of the 1st December, 1908.—(C.475(2) (Rs.1860).

HORSHAM.—The Order in Council of the 3rd November, 1911, temporarily reserving 5 acres of land, being allotment 4, Parish of Horsham, as a site for Supply of Sand for Municipal purposes.—(B.93F(1) (Rs.2985).

CORA LYNN.—The Order in Council of the 15th December, 1931, temporarily reserving 1 acre 13 7/10 perches of land in the Township of Cora Lynn, as a site for a Public Hall.—(C.475(2) (Rs.1860, Rs.1861).

A. E. LIND,
Commissioner of Crown Lands and Survey.

COMMITTEES OF MANAGEMENT OF RESERVES.

APPOINTMENTS.

WHEREAS by section 184 of the *Land Act 1928* it is provided that it shall be lawful for the Governor in Council or the Board of Land and Works to appoint and remove any number of persons, not less than three, or any municipal council, or the governing body of any corporation, to be a Committee of Management of any specified Crown land reserved either temporarily or permanently for any of the purposes set out in section 14 of the *Land Act 1928*, and not conveyed to or vested in trustees: Now therefore the Board of Land and Works doth hereby appoint the under-mentioned persons to be Members of the Committees of Management of the Reserves named:—

"NOORINBEE RECREATION RESERVE AND SHOW GROUND."

Richard Bills, Francis Farquharson Strachan, Sydney Olsen, Herbert Woolley, John Donald Conroy, for a period of three (3) years, and Joseph Armstrong, Robert Puller Cameron, and William Godfrey Robinson, for so long only as they continue to be Councillors and the elect of the Shire of Orbst, as a Committee of Management of the land temporarily reserved by Order in Council of 11th September, 1930, as a site for Show Ground and Public Recreation, in the Parish and Township of Noorinbee, and known as "Noorinbee Recreation and Show Ground."—(Corres. Rs.4041.)

"SASSAFRAS RECREATION RESERVE."

Baruch Stewart Cowen, Arthur Williamson, Frank Peel, Arthur Bolton, Archibald McDonald, Edmond John Lipscombe, Norman Gason, Henry William Linden, Campbell Murdoch, and Charles Hackett, as a Committee of Management, for a period of three (3) years, of the lands temporarily reserved by Orders in Council of 15th June, 1914, 25th September, 1928, and 21st October, 1935, for Public Recreation, in the Parish of Monbulk, and known as "Sassafras Recreation Reserve."—(Corres. Rs.93.)

"BENALLA RACECOURSE AND RECREATION RESERVE."

Seymour Rodda Roe, Timothy Patrick Egan, Walter Joseph Davis, Harry Stanley Johnston, and Robert James Murray, as a Committee of Management, for a period of three (3) years, of the land permanently reserved by Order in Council of 8th October, 1888, as a site for a Racecourse and other purposes of Public Recreation, in the Parish of Benalla, and known as "Benalla Racecourse and Recreation Reserve."—(Corres. Rs.786.)

"BANGERANG RECREATION RESERVE."

Carl Friedrich Henke, Arthur Hawkrige Hewitt, Phillip Emil Koschitzke, Eric Wilfred Parkinson, Harold Vaughan, John Hughes Fletcher, and John McLean, as a Committee of Management, for a period of three (3) years, of the land temporarily reserved by Order in Council dated the 21st November, 1927, as a site for Public Recreation, in the Township and Parish of Bangerang, and known as the "Bangerang Recreation Reserve."—(Corres. Rs.3576.)

"HORSHAM SHOW GROUNDS RESERVE."

Frank Langlands, as a member of the Committee of Management, in the place of James Frew Johns, for the period ending 8th August, 1941, of the land temporarily reserved by Order in Council of 8th March, 1932, as a site for Agricultural Show Grounds, in the Parish and Town of Horsham, and known as "Horsham Show Grounds."—(Corres. Rs.2497.)

"RESERVES FOR RECREATION PURPOSES AND FOR PUBLIC RECREATION, AT SEASPRAY."

James William Ashley Brewster, Arthur Henry Brewer, David Veitch, Charles McGuinness, and Albert James Matthews, as a Committee of Management, for a period of three (3) years, of the remaining portion of the land temporarily reserved by Order in Council of 7th January, 1879, as a site for Recreation purposes, in the Parish of Giffard, and of the land permanently reserved by Order in Council of 13th March, 1928, as a site for Public Recreation in the Parish of Giffard, at Seaspray.—(Corres. Rs.1360.)

"BYADUK RECREATION (SWIMMING POOL) RESERVE."

James Edward Monaghan, John Christie Holcombe, Vert Kinghorn, Archibald Suttie, and John Beard Kinghorn, as a Committee of Management, for a period of three (3) years, of the land temporarily reserved by Order in Council of 15th January, 1935, as a site for Public Recreation, in the Parish of Byaduk, Township of South Byaduk, and known as "Byaduk Recreation Reserve."—(Corres. Rs.428.)

"GOROKE SHOW YARDS RESERVE."

Heinrich Walter Sudholz, Charles Deidrich Block, Mathen John Cuming, Frank Glanville Richards, Norman John Speirs, Frederick Charles Smith, Hugh Griffith Walter, and Robert Percival Walker, as a Committee of Management, for a period of three (3) years, of the remaining portion of the land temporarily reserved by Order in Council of 17th February, 1891, as a site for Show Yards, in the Parish of Goroke, and known as "Goroke Recreation Reserve."—(Corres. Rs.402.)

"DURHAM LEAD CRICKET AND RECREATION RESERVE."

Walter John Wylie, Herbert Mathew Charlton, and William James Hayes, as a Committee of Management, for a period of three (3) years, of the land temporarily reserved by Order in Council dated the 5th August, 1909, as a site for Cricket and other purposes of Public Recreation, in the Parish of Buninyong, and known as "Durham Lead Recreation Reserve."—(Corres. Rs.4180.)

"KYNETON BATHING PLACE RESERVE."

John Alfred Garlick, Edward Clemens, Arthur Gabriel Jenkins, Henry Gerald Loughran, and Robert Michell, as a Committee of Management, for a period of three years, of the land temporarily reserved by Order in Council of 30th March, 1874, as a site for a Bathing Place, in the Township of Kyneton, and known as "Kyneton Bathing Place Reserve."—(Corres. Rs.2551.)

"LANGWARRIN RECREATION RESERVE."

Harry Hollaway Lloyd, William Daniel Cain, Alfred Ernest Upton, Frederick William Capon, Herbert Emerson Ridout, Herbert Edward Murray, Henry Robert Seeliger, Albert Henry Smith, and Robert James Pitman, as a Committee of Management, for a period of three (3) years, of the land temporarily reserved by Order in Council of 27th August, 1907, as a site for Public Park and other purposes of Public Recreation, in the Parish of Langwarrin, and known as "Langwarrin Recreation Reserve."—(Corres. Rs.3600.)

"RESERVE FOR PUBLIC PURPOSES IN THE PARISH OF BUDGERUM WEST."

James Barrett Mann, James Cockburn Whitehead, Alfred Edmund Adamthwaite, Donald Williamson, and Charles William Coote, as a Committee of Management, for the period ending the 9th January, 1942, of the land reserved, in the Parish of Budgerum West, and indicated in red and blue on plan marked B/18.5.39, attached to Lands Department Correspondence Rs.4915.—(Corres. Rs.4915.)

In witness whereof the common seal of the Board of Land and Works was hereunto affixed this twenty-fifth day of May, One thousand nine hundred and thirty-nine, in the presence of—
(SEAL) A. E. LIND, President.
W. McILROY, Member.

Land Act 1928.

LEASES UNDER THE LAND ACTS 1901 AND 1928 REVOKED, FORFEITED, OR DECLARED VOID.

NOTICE is hereby given that the Leases mentioned in the Schedule hereunder have been revoked, forfeited, or declared void by the Governor in Council for the reason specified in each case.

District.	Corr. No.	Name of Lessee.	Section of Land Act under which Leased.	Parish.	Allotment.	Area.	Class.	Reasons for Forfeiture, &c.
Ararat ..	21	H. T. Eckhardt (deceased)	44	Moyston West	8A of C	A. R. P. 371 2 16	3rd	Non-payment of rent
Beechworth ..	346	S. J. Hodgkin ..	44	Dorchap ..	7, 7A, 7B, of 24	207 0 5	3rd	Lessee's request
Sale ..	4768B	T. P. Fawkes ..	44	Callignee ..	1F of A	53 0 0	2nd	Lessee's request
Sale ..	47680	T. P. Fawkes ..	44	Callignee ..	Part 1A of A	59 1 25	2nd	Lessee's request
Bairnsdale ..	3372	Estate of William Hug (deceased)	54	Murrungowar	66	210 0 13	..	Non-payment of rent
Melbourne ..	03	A. A. Mitchell Pty. Ltd.	125	Melbourne South	8 of B	0 1 31 ⁷ / ₈	..	Expired

A. E. LIND,
Commissioner of Crown Lands and Survey.

Department of Lands and Survey,
Melbourne, 23rd May, 1939.

THE CLOSER SETTLEMENT ACT 1938.

THE Farm Allotments mentioned in the Schedule hereunder are hereby proclaimed available for application, and may be taken up under Closer Settlement Lease.

Parish.	Allotment.	Section.	Area.	Monetary Liability.	Deposit, including Lease and Registration Fees.	Term of Lease.
Kyabram (1, 2) ..	18, 18A, 19, 19A	C	A. R. P. 181 2 8	£ s. d. 1,550 0 0	£ s. d. 156 5 0	35 ¹ / ₂ years

(1) Improvements, £360, included in monetary liability.—(2) Date of possession, 20th July, 1939.

A. E. LIND,
Commissioner for Crown Lands and Survey.

Department of Lands and Survey,
Melbourne, 30th May, 1939.

LIST OF CROWN LANDS AVAILABLE.

THE under-mentioned areas are available for application as provided by various sections of the *Land Act 1928*, and all applications received on or before Wednesday, 28th June, 1939, will be deemed to have been simultaneously made, but any application lodged after such date may be considered if received in time for inclusion in the advertisement of the cases to be heard at the Local Land Board.

Applications on proper form, accompanied by 5s. duty stamp uncancelled (registration fee), may be delivered or forwarded by post to the Local Land Officer or to any Crown Lands Office in Victoria.

Applicants may obtain from Local Land Officers, or the Enquiry Office, Lands Department, Melbourne, a certificate authorizing the issue by the Railway Department of a return ticket at concession fares to enable them to inspect available areas or to attend Local Land Boards. When an applicant is granted an allotment he may, if travelling by rail, obtain reduced fares for his family and also freight concessions in regard to some of his effects.

Subject to the approval of the Minister, when the survey fee exceeds £10, a deposit of £5 may be paid, and the balance over six years in half-yearly instalments.

Marked plans of any particular area, application forms, and any further information may be obtained from the Enquiry Office, Lands Department, Melbourne, and Land Officers, Bairnsdale, Ballarat, Beechworth, Benalla, Bendigo, Geelong, Hamilton, Horeham, Melbourne, Redcliffe, Orero, Sale, Seymour, and St. Arnaud.

Department of Crown Lands and Survey,
Melbourne, 30th May, 1939.

A. E. LIND,
Commissioner of Crown Lands and Survey.

* Improvements may be subject to re-valuation after land has been granted to an applicant.

Local Land Office.	County.	Parish.	Allotment.	Section.	Area.	How available.		Survey Fee.	Valuation of Improvements (if any).	Location of Land, &c.	Nearest Railway Station (Township District, &c.) in miles therefrom.	How accessible.	Water Supply.	General Description of Land—Soil, Timber, Suitability (Grazing, &c.).	
						Classification.	Value per Acre.								
		A.		B.		C.		D.							
Geelong	Polwarth..	Barwongemoong	34, 34A		154 1 16	3rd	0 19	0 18	5 0	Near the centre of parish (288/44)	3 1/4 miles from Laver's Hill R.S.	By road ..	To be conserved	Hilly country, undulating and steep in parts, suitable for mixed farming, sowing down and some cultivation; timbered with mesquite	
Hamilton	Follett ..	Bogalara	Part 31, 32	B	230 0 0	3rd	0 15	0 12	6	To be valued	26 miles from Casterton R.S.	" ..	" ..	Undulating and swampy, grey sandy soil, suitable for grazing	
Bendigo (a)	Gunbower	Loddon ..	10A, 10B	B	152 1 9	1st	4 10	0 8	5 0	In east of parish (977/121)	7 miles from Minchia R.S.	" ..	" ..	Light good soil, suitable for grazing or cultivation	

(a) Valuation of improvements, £63, in favour of J. and H. Walls.

Land Act 1928.

LEASES SURRENDERED.

NOTICE is hereby given that the Governor in Council has accepted the surrender of the Lease mentioned in the Schedule hereunder for the reason specified.

District.	Corr. No.	Name.	Section of Land Act under which Leased.	Parish.	Allotment.	Area.	Class.	Reason.
Horsham ..	42	Geo. Sawyer ..	44	Wartook ..	70	A. R. P. 319 2 16	3rd	New lease to issue; non-residence conditions

A. E. LIND,
Commissioner of Crown Lands and Survey.

Department of Lands and Survey,
Melbourne, 23rd May, 1939.

Land Act 1928.

LICENCES UNDER THE LAND ACT 1928 EXPIRED OR FORFEITED.

NOTICE is hereby given that the Licences mentioned in the Schedule hereunder have expired or been forfeited for the reason specified in each case.

District.	Corr. No.	Name of Licensee.	Section of Land Act under which Licensed.	Parish.	Allotment.	Area.	Class.	Reasons for Forfeiture, &c.
Melbourne ..	02124	A. W. Hutchinson ..	129	Neerim East..	East of 14A, sec. E	A. R. P. Saw mill site	..	License expired
Melbourne ..	02137	A. W. Hutchinson ..	129	Neerim East..	East of Camp Creek and through Crown land east of 14A, sec. E	For a tramway	..	License expired
Melbourne ..	01945A	A. W. Newman ..	129	Beenak ..	Part 58H	0 2 16	..	License expired
Benalla ..	21	G. J. Guillot ..	129	Town and parish of Yarrowonga	16, sec. 61	0 1 6	..	Non-payment of rent

NOTE.—Gazetted of 13th May, 1936, wherein M. Holland's 129 licence for 3 acres, parish of Marong, was cancelled, is hereby revoked.

A. E. LIND,
Commissioner of Crown Lands and Survey.

Department of Lands and Survey,
Melbourne, 30th May, 1939.

PUBLIC WORKS OFFICE, MELBOURNE.

TENDERS will be received at this office until **TEN A.M.** on the days and for the purposes under-mentioned.

Particulars may be learnt at this office, and also at the offices named in each instance.

The Board of Land and Works will not necessarily accept the lowest or any tender.

6th June, 1939.

Werribee.—Fittings, plumbing, School of Dairy Technology. Particulars at Inspector of Works Office, Geelong. Preliminary deposit, £2. Final deposit, 2 per cent.

8th June, 1939.

Amphitheatre.—New laundry, repairs and painting, residence, State School No. 1637. Particulars at Inspector of Works Office, Maryborough; Police Station, Avoca; State School, Amphitheatre. Deposit, £3.

Ballarat.—Removal of woodwork building at Ballarat East, and re-erection at State School No. 34. Particulars at Inspector of Works Office, Ballarat. Deposit, £3.

Beaconsfield.—Repairs, painting, State School No. 3033. Particulars at State School, Beaconsfield; Police Stations, Pakenham, Berwick. Deposit, £2.

Bendigo.—Repairs, painting, school and residence, State School No. 877. Particulars at Inspector of Works Office, Bendigo; State School, Bendigo. Deposit, £4.

Brunswick.—Repairs to roofs, Technical School. Particulars at Technical School, Brunswick. Preliminary deposit, £4. Final deposit, 2 per cent.

Carapugna.—Renovations, repairs, painting, State School No. 3185. Particulars at Inspector of Works Office, Maryborough; Police Stations, Donald, Birchip, Wycheproof; State School, Carapugna. Deposit, £1.

Carlton.—Supply and installation of air-conditioning plant for Precision Room, Engineering School, University. Preliminary deposit, £10. Final deposit, 2 per cent.

Caulfield.—Renovations, painting, Technical School. Particulars at Technical School, Caulfield. Preliminary deposit, £5. Final deposit, 2 per cent.

Colram.—Repairs, painting, State School No. 2881. Particulars at Inspector of Works Office, Seymour; Police Stations, Shepparton, Numurkah; State School, Colram. Deposit, £1.

Devon Meadows.—Repairs, painting, State School No. 3924. Particulars at State School, Devon Meadows; Police Stations, Frankston, Cranbourne. Deposit, £2.

Devon North.—Additions, repairs, painting, State School No. 2703. Particulars at Police Stations, Foster, Leongatha; State School, Devon North; Inspector of Works Office, Korumburra. Deposit, £2.

Dixon's Creek.—Repairs, painting, new shelter shed, State School No. 1585. Particulars at State School, Dixon's Creek; Police Stations, Box Hill, Healesville, Lilydale. Deposit, £2.

Eltham.—Repairs, &c., to fencing, State School No. 209. Particulars at State School, Eltham; Police Stations, Box Hill, Heidelberg.

- Elwood.—Purchase and removal of house, corner of Ormond Esplanade and St. Kilda-street. Preliminary deposit, £3. Final deposit, full amount of purchase money.
- Eskdale.—Repairs, painting, State School No. 2318. Particulars at Inspector of Works Office, Wangaratta; State School, Eskdale; Police Station, Tallangatta. Deposit, £3.
- Ferny Creek.—General repairs and painting, State School No. 3228. Particulars at Police Stations, Ferntree Gully, Ringwood; State School, Ferny Creek. Deposit, £2.
- Geelong South.—Repairs, renovations, State School No. 2143. Particulars at Inspector of Works Office, Geelong. Deposit, £2.
- Greendale.—Partition, repairs, painting, new conveniences, State School No. 918. Particulars at Police Stations, Bacchus Marsh, Trentham; State School, Greendale. Deposit, £2.
- Hamilton North.—Underpinning, State School No. 2035. Particulars at Police Station, Hamilton; Inspector of Works Office, Stawell.
- Hawksburn.—Repairs to conveniences, State School No. 1467. Particulars at State School, Hawksburn. Deposit, £3.
- Horsham.—New quarters for sergeant and cell block, Police Station. Particulars at Police Station, Dimboola; Inspector of Works Offices, Horsham, Ballarat. Preliminary deposit, £15. Final deposit, 2 per cent.
- Hunter.—Repairs, painting, State School No. 4133. Particulars at Inspector of Works Office, Bendigo; Police Station, Rochester; State School, Hunter. Deposit, £1.
- Invergordon.—Repairs, renovations, painting, State School No. 2076. Particulars at Inspector of Works Office, Seymour; Police Stations, Shepparton, Numurkah; State School, Invergordon. Deposit, £4.
- Kallista.—Repairs, painting, &c., State School No. 3993. Particulars at Police Station, Ferntree Gully; State School, Kallista. Deposit, £2.
- Kyabram.—Painting, repairs, State School No. 2002. Particulars at Inspector of Works Office, Seymour; Police Station, Shepparton; State School, Kyabram. Deposit, £2.
- Longwarry North.—Repairs, painting, State School No. 4272. Particulars at State School, Longwarry North; Police Stations, Bunyip, Drouin, Garfield; Inspector of Works Office, Traralgon. Deposit, £2.
- Leonards Hill.—Repairs, renovations, residence, State School No. 931. Particulars at Inspector of Works Office, Maryborough; Police Stations, Clunes, Daylesford; State School, Leonards Hill. Deposit, £2.
- Marong.—Repairs, painting, fencing, &c., State School No. 400. Particulars at Inspector of Works Office, Bendigo; State School, Marong. Deposit, £3.
- Melbourne.—Purchase and removal of old Police Station, St. Kilda-road. Preliminary deposit, £3. Final deposit, full amount of purchase money.
- Milawa.—Repairs, renovations, school and residence, State School No. 737. Particulars at Inspector of Works Office, Wangaratta; Police Station, Benalla; State School, Milawa. Preliminary deposit, £3. Final deposit, 2 per cent.
- Moyhu.—New sleep-out, repairs, painting, State School No. 1335. Particulars at Police Stations, Benalla, Beechworth; State School, Moyhu; Inspector of Works Office, Wangaratta. Deposit, £2.
- Mount Lookout.—Purchase and removal of old material and fencing, State School No. 1224. Particulars at State School, Wood's Point; Police Station, Walhalla. Preliminary deposit, £1. Final deposit, full amount of purchase money.
- Murrabit.—Repairs, painting, State School No. 3859. Particulars at Inspector of Works Office, Bendigo; Police Stations, Kerang, Swan Hill; State School, Murrabit. Deposit, £2.
- Naroghid.—Repairs, State School No. 1502. Particulars at Police Stations, Cobden, Camperdown; Inspector of Works Office, Warrnambool; State School, Naroghid.
- Riverslea.—Painting, repairs, State School No. 3667. Particulars at State School, Riverslea; Police Stations, Maffra, Stratford; Inspector of Works Office, Bairnsdale.
- Shoreham.—General repairs, painting, State School No. 1534. Particulars at Police Stations, Frankston, Mornington, Mordialloc; State School, Shoreham. Deposit, £2.
- Sunny Creek.—New floor, screen fences, repairs to fencing, State School No. 2903. Particulars at Police Station, Morwell; Inspector of Works Office, Traralgon; State School, Sunny Creek.
- Tamleugh North.—Repairs, painting, State School No. 2453. Particulars at Inspector of Works Office, Seymour; State School, Tamleugh North; Police Stations, Violet Town, Benalla, Shepparton. Deposit, £2.
- Tintalra.—Minor repairs, painting, to out-buildings, State School No. 3188. Particulars at State School, Tintalra; Police Stations, Corryong, Cudgewa, Wodonga; Inspector of Works Office, Wangaratta. Deposit, £2.
- Trafalgar South.—External painting, residence, State School No. 2527. Particulars at Inspector of Works Office, Traralgon; State School, Trafalgar South; Police Stations, Warragul, Trafalgar.
- West Melbourne.—Purchase and removal of old building, Technical School. Preliminary deposit, £5. Final deposit, full amount of purchase money.
- Windsor.—Provision of heating stoves, State School No. 1896. Particulars at State School, Windsor. Deposit, £2.
- 15th June, 1939.
- Bambill.—Repairs, painting, State School No. 4300. Particulars at Inspector of Works Office, Mildura; Police Station, Redcliffs; State School, Bambill. Deposit, £2.
- Boort.—Repairs, painting, residence, State School No. 1796. Particulars at Inspector of Works Office, Bendigo; Police Stations, Quambatook, Inglewood; State School, Boort. Deposit, £2.
- Broadford.—Renovations, residence, State School No. 1125. Particulars at State School, Broadford; Police Station, Kilmore; Inspector of Works Office, Seymour.
- Bundalaguah.—General repairs, painting, State School No. 1107. Particulars at Police Station, Sale; State School, Bundalaguah; Inspector of Works Office, Bairnsdale. Deposit, £2.
- Camberwell.—Repairs to Sloyd Room, State School No. 888. Particulars at State School, Camberwell. Preliminary deposit, £4. Final deposit, 2 per cent.
- Camperdown.—New water service, repairs and septic tank installation, State School No. 114. Particulars at Police Stations, Camperdown, Colac, Terang; Inspector of Works Office, Warrnambool. Preliminary deposit, £10. Final deposit, 2 per cent.
- Coburg.—Purchase of flux, dross, and skimmings, Wire Netting Factory, Pentridge. Preliminary deposit, £10. Final deposit, full amount of purchase money.
- Coburg.—Cartage of wire netting from Pentridge to rail and boat; from wharf to storeyard, South Melbourne; and from storeyard to rail and boat, for twelve (12) months from 1st July, 1939. Deposit, £5.
- Corack East.—General repairs, painting, new conveniences, State School No. 2196. Particulars at Inspector of Works Office, Maryborough; Police Stations, Donald, St. Arnaud; State School, Corack East. Deposit, £3.
- Doncaster East.—Repairs, &c., school and residence, State School No. 2096. Particulars at State School, Doncaster East; Police Stations, Box Hill, Doncaster. Deposit, £3.
- Fish Creek.—Repairs, painting, State School No. 3028. Particulars at State School, Fish Creek; Police Stations, Foster, Toora; Inspector of Works Office, Korumburra. Deposit, £3.
- Geelong.—Renovations to Chemistry Laboratory, Gordon Institute of Technology. Particulars at Inspector of Works Office, Geelong. Deposit, £2.
- Heathcote South.—Removal of State School No. 2276, High Camp Plain, and re-erection at State School No. 1520. Particulars at Inspector of Works Offices, Bendigo, Seymour; State School, Heathcote South; Police Station, Kilmore. Deposit, £4.
- Heidelberg.—Repairs, renovations, State School No. 294. Particulars at State School, Heidelberg. Preliminary deposit, £4. Final deposit, 2 per cent.
- Kingover.—Painting, repairs, State School No. 351. Particulars at Inspector of Works Office, Bendigo; Police Station, Inglewood; State School, Kingover. Deposit, £3.
- Linton.—Repairs, renovations, State School No. 880. Particulars at Police Stations, Rokewood, Linton; Inspector of Works Office, Ballarat; State School, Linton. Deposit, £3.
- Marong.—Repairs, painting, Police Station. Particulars at Inspector of Works Office, Bendigo; Police Station, Inglewood. Deposit, £4.
- Melbourne.—Purchase and removal of buildings at 451, 453, 455, and 457 Little Lonsdale-street. Preliminary deposit, £5. Final deposit, full amount of purchase money.
- Melbourne.—Sweeping chimneys, State Government buildings, for twelve (12) months from 1st July, 1939. Deposit, £5.
- Melbourne.—Glazing, State Government buildings, for twelve (12) months from 1st July, 1939. Deposit, £5.
- Melbourne.—Removal of garbage from Government buildings for twelve (12) months from 1st July, 1939. Deposit, £5.
- Mildura West.—New concrete conveniences, State School No. 3983. Particulars at Inspector of Works Office, Mildura; State School, Mildura West. Deposit, £4.
- Mount Dandenong.—Repairs, painting, school and residence; additional room, &c., residence, State School No. 3284. Particulars at State School, Mount Dandenong; Police Stations, Box Hill, Lilydale. Preliminary deposit, £5. Final deposit, 2 per cent.
- Murchison.—New office, Police Station. Particulars at Inspector of Works Office, Seymour; Police Stations, Murchison, Rushworth, Shepparton. Deposit, £2.
- Narre Warren North.—Fencing, State School No. 1901. Particulars at State School, Narre Warren North; Police Stations, Upper Ferntree Gully, Dandenong. Deposit, £2.
- Norris Banks.—General repairs, painting, State School No. 3618. Particulars at Police Stations, Kilmore, Whittlesea; State School, Norris Banks.
- Royal Park.—Erection of entrance building and offices, Zoological Gardens. Preliminary deposit, £15. Final deposit, 2 per cent.
- Shepparton.—Additions, Arts and Crafts School, High School. Particulars at Inspector of Works Office, Seymour; High School, Shepparton. Preliminary deposit, £15. Final deposit, 2 per cent.

Sunshine.—Roof repairs, Technical School. Particulars at Technical School, Sunshine. Preliminary deposit, £5. Final deposit, 2 per cent.

Tongio West.—Minor repairs, painting, &c., school and residence, State School No. 3419. Particulars at State School, Tongio West; Police Station, Omeo; Inspector of Works Office, Bairnsdale. Deposit, £2.

Toolangi.—New Magnetic Recording House, Observatory. Particulars at Police Stations, Healesville, Lilydale, Yea. Preliminary deposit, £5. Final deposit, 2 per cent.

Various.—Re-charging acetylene cylinders for twelve (12) months from 1st July, 1939, Harbor Lights.

Various.—Maintenance of jetty lights and cleaning sheds, jetties, for twelve (12) months from 1st July, 1939. Particulars at Police Stations, Bass, Drysdale, Foster, Covves, Toora.

Wendouree.—Underpinning, State School No. 1813. Particulars at Inspector of Works Office, Ballarat. Deposit, £2.

Wesburn.—General repairs, painting, State School No. 3466. Particulars at Police Stations, Lilydale, Warburton, Ringwood; State School, Wesburn. Deposit, £2.

Yarra Glen.—Minor repairs, internal painting, school and residence, State School No. 956. Particulars at State School, Yarra Glen; Police Stations, Healesville, Lilydale. Deposit, £2.

Tenders to be addressed to the Honorable the Commissioner of Public Works, and envelope containing tender marked "Tender for
, due
, "

GEO. L. GOUDIE,
Commissioner of Public Works.

Melbourne, 31st May, 1939.

PRIVATE ADVERTISEMENTS.

NOTICE is hereby given that Lane's Motors Proprietary Limited applied for a lease under section 125, *Land Act* 1928, for a term of thirty (30) years, from the 8th July, 1939, of allotments 23-31 inclusive, section 101A, City of South Melbourne, and as a site for Stores, Dwellings, Warehouses, and Factories. 236

MELBOURNE AND METROPOLITAN BOARD OF WORKS.

NOTICE TO THE OWNERS OF TENEMENTS IN THE UNDERMENTIONED STREETS, AND THE PRIVATE STREETS, LANES, COURTS, AND ALLEYS OPENING THERE TO.

THE main pipe in the said streets being laid down, the owners of all tenements situated as under are hereby required, on or before the 1st July, 1939, next, to cause a proper pipe and stopcocks to be laid so as to supply water within such tenements from the main pipe.

F. L. KING, Secretary.

23rd May, 1939.

STREET AND POSITION.

Braybrook.
Ashley-street, from 6 chains south of Sunshine-road southwards 2½ chains.

Brighton.
Lorreaan-avenue, from 2½ chains east of Weber-street eastwards 2 chains.
Dumaresq-street, from South-road northwards 5 chains.

Camberwell.
Amery-street, from 7½ chains south-east of Dent-street south-eastwards 2 chains.

Spencer-crescent, from Wandin-road to Matlock-street.
Belgrove-avenue, from Wimallee-road northwards 8½ chains.
Matlock-street, from Maling-road to Dryden-street.
Angle-road, from Mount Albert-road to Argyle-street.
Aylmer-street, from 16 chains south of Maud-street southwards 10 chains.

Caulfield.
Dandenong-road, from Weeroona-road to Wilson-street.

Collingwood.
George-street, from Berry-street eastwards 7½ chains

Essendon.
Cooper-street, from Spencer-street southwards 1½ chain.

Fitzroy.
Park-street, from Brunswick-street to Rae-street.

Footscray.
Dongala-road, from 12 chains north of Essex-street northwards 2 chains.

Hawthorn.
Minona-street, from Hepburn-street westwards 4 chains

Heidelberg.
Banksia-street, from Buckland-street eastwards 9 chains.

Forster-street, from Myrtle-street to Edwin-street.
Edwin-street, from Forster-street southwards 7 chains.
The Boulevard, from Clark-road north-westwards 5½ chains.

Kew.

Laver-street, from 9½ chains north of Young-street northwards 2½ chains.

Moorabbin.

Taylor-street, from Central-avenue northwards 5 chains.
The Highway, from 5½ chains north of Centre-road to Balmoral-avenue.

Oakleigh.

Schoolhall-street, from Westgate-street westwards 2 chains.

Preston.

Gilbert-road, from Benambra-street northwards 2 chains.
Stafford-street, from Kendall-street to Matlock-street.
Rubicon-street, from Oakhill-avenue eastwards 3½ chains.
Dunstan-street, from Gilbert-road westwards 7½ chains.

Williamstown.

Langford-street, from Osborne-street northwards 2½ chains.

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CITY OF MORDIALLOC.

BY-LAW No. 79.

A By-law of the City of Mordialloc made under the Local Government Acts and particularly under section 197 of the *Local Government Act* 1928 and numbered 79 for the purpose of amending By-law No. 52, the Resolution for the making and passing whereof was agreed to by the Council at its meeting on the 26th day of June, 1923, and confirmed on the 14th day of August, 1923, regulating the supply and distribution of water and for other purposes ancillary thereto.

IN pursuance of the powers conferred by the Local Government Acts and in further pursuance of the provisions of an agreement under the respective seals of the Melbourne and Metropolitan Board of Works of the one part and the City of Mordialloc of the other part, and in further pursuance of every other power enabling them in this behalf, the Mayor, Councillors, and Citizens of the City of Mordialloc (hereinafter called the Council) order as follows:—

1. That the said By-law No. 52 of the Municipality be amended as follows:—

- (i) As to clause 4 thereof by striking out the words "and charges" therein occurring.
- (ii) As to clause 6 thereof, strike out the words "every owner or occupier of lands, tenements, or other persons" at the beginning thereof, and substitute the words "every person".
- (iii) By adding and including the following new clauses which are to follow clause 4:—

4A. For all water supplied by measure by the Council of the City of Mordialloc and distributed within the said city, a charge of One shilling per 1,000 gallons shall be paid, and a similar charge of One shilling per 1,000 gallons for all water supplied by the Council in connexion with or in respect to any and all rateable property, lands, or tenements in excess of the minimum quantity to be charged as hereinafter mentioned. The minimum quantity of water to be charged for by measurement in respect of any property, lands, and tenements within the City of Mordialloc shall be the quantity which at One shilling per 1,000 gallons will produce an amount equal to the amount of the water rate of Ten pence in the pound or such other amount as may be fixed from time to time by the Council by special order of the net annual value of the said property, lands, or tenements if so supplied otherwise than by measure.

4B. All charges for water, including the said excess water over the said minimum quantity and all sums due to the Council under the immediately last preceding clause 4A, shall be paid by and be recoverable from the person requiring, receiving, or using the same. All such charges and sums due to the Council by any person shall be paid on demand by the Council or its collector.

2. This By-law shall apply to and have operation throughout the following part or parts of the Municipality, that is to say:—The area or areas set forth in clause 3 of By-law No. 52, and such area or areas as may from time to time be added thereto.

The Resolution for making and passing this By-law was agreed to by the Council at its meeting on the 27th day of March, 1939, and confirmed on the 22nd day of May, 1939.

The common seal of the Mayor, Councillors, and Citizens of the City of Mordialloc was hereto affixed on the 22nd day of May, 1939, in the presence of—

A. W. DOLAMORE, Mayor.

E. BRINE, Councillor.

E. C. OWBRIDGE, Town Clerk.

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(SEAL)

CITY OF COBURG.

BY-LAW NO. 59.

A By-law of the City of Coburg made for the purpose of amending By-law No. 41, a By-law of the City of Coburg made under the provisions of the *Local Government Act 1915*, and numbered forty-one—

- (a) regulating and restraining the erection and construction of buildings, erections, and hoardings;
- (b) requiring the pulling down and removal of buildings, erections, and hoardings;
- (c) authorizing the Council to pull down and remove buildings, erections, and hoardings erected or constructed contrary to this By-law or not pulled down or removed as required by or under this By-law, and to sell the materials and apply the proceeds in reimbursing the expenses of pulling down and removing such buildings, erections, or hoardings and paying into the Municipal Fund any fees or penalties due by the owner thereof;
- (d) apportioning fees which may be charged and received by the Council for any act done or to be done by any of its officers under such Regulation and for any permit or licence to be issued by the Council.

IN pursuance of the powers conferred by the *Local Government Act 1928*, the Mayor, Councillors, and Citizens of the City of Coburg, with the approval of the Governor in Council, order as follows:—

That the said By-law No. 41 be amended by the inclusion in Schedule "B" residential areas of the following land:—

All that piece of land distant east from the south-east corner of Nicholson-street and Moore-street along the south building line of Moore-street 829 ft. 7 in. and again bearing south 9 deg. 26 min. east a distance of 10 ft. 1½ in. to the commencing point and bounded by a line bearing north 89 deg. 21 min. east a distance of 270 ft. 2 in.; thence south 9 deg. 26 min. east a distance of 645 ft. 9 in.; thence north 89 deg. 6 min. west a distance of 277 ft. 6 in.; thence north 9 deg. 26 min. west a distance of 638 ft. 1½ in. back to the commencing point, and being part of the land more particularly described in certificate of title, volume 2881, folio 576094.

A resolution for passing this By-law was agreed to by the Council of the City of Coburg on the 20th day of February, 1939, and confirmed on the 21st day of March, 1939.

In witness hereof the common seal of the Municipality of the Mayor, Councillors, and Citizens of the City of Coburg was hereunto affixed in the presence of—

(SEAL) S. COLE, J.P., Mayor.
E. PARKER, Councillor.
W. MITCHELL, Town Clerk.

Approved by the Governor in Council, 16th May, 1939.—
C. W. KINSMAN, Clerk of the Executive Council. 407

CITY OF SANDRINGHAM.

LOAN NO. 26.

Notice of Intention to Borrow the Sum of Eleven Thousand Seven Hundred Pounds (£11,700) for Permanent Works and Undertakings in the City of Sandringham.

NOTICE is hereby given that the Council of the City of Sandringham proposes to borrow on the credit of the Mayor, Councillors, and Citizens of the City of Sandringham the sum of Eleven thousand seven hundred pounds (£11,700), such sum to be raised by the issue of debentures in accordance with the provisions of the *Local Government Act*.

The maximum rate of interest that may be paid is £4 10s. per centum per annum.

The money borrowed shall be repayable, together with interest, at the National Bank of Australasia Ltd., Melbourne, or the Council's bankers for the time being, by half-yearly instalments on the first day of January and the first day of July in each year, the loan to have a currency of thirty (30) years, the first payment to be made on the first day of January, 1940, and the final payment on the first day of July, 1969.

The purposes for which the loan is to be applied shall be for the following permanent works and undertakings, namely, the purchase for a place of public resort and recreation of:—

Firstly.—All that piece of land shown on lodged plan No. 8251, being lots 7, 8, 9, 10, 11, 12, 15, 16, 23, 36, 50, 104, 130, 134, 136, 138, 145-147, 156, 17, 18, 19, 21, 22, 24, 25, 26, 27, 28, 35, 37, 63, 75, 76, 77, 80, 81, 82, 83, 89, 90, 91, 92, 93, 94, 100, 106, 107, 137, 105, 110, 111, 112, 116, 122, 143, 144, 109, 123, 150, 125, 127, 128, 131, 132, 141, 142, 148, 151, and 152.

Secondly.—All that piece of land shown on lodged plan No. 6495, being lots 4, 5, 6, 7, 8, 11, 12, 13, 15, 9, 10, 14, 16, 17.

Thirdly.—All that piece of land shown on lodged plan No. 6840, being lots 11, 12, 1, 7, 2-6, 8-10, 14, 18, 21, 26, 27, 33-36, 38-47, 50, 53, 54, 56, 57, 59, 61, 63, 13, 30, 15, 16, 17, 19, 20, 22, 23, 24, 25, 28, 29, 31, 32, 37, 48, 49, 60, 62, 64, 65, 66, 51, 52, 55, 58.

Fourthly.—All that piece of land facing west side of George-street, certificate of title, volume 4424, folio 884765; all that piece of land facing east side of George-street, certificate of title, volume 5954, folio 1190636, volume 5954, folio 1190635, volume 2385, folio 476829, volume 3208, folio 641574, volume 2385, folio 476828, volume 2008, folio 401421, volume 2130, folio 425867; all that piece of land facing east side of George-street, certificate of title, volume 2280, folio 455910, and volume 3967, folio 793201; all that piece of land at the corner of George-street and Fern-street, certificate of title, volume 3627, folio 725375; all that piece of land facing north side of Fern-street, certificate of title, volume 5507, folio 1101216; all that piece of land facing south side Fern-street, north side of Cheltenham-road and east side Darwin-street, certificate of title, volume 3918, folio 783538; all that piece of land at the corner of Cheltenham-road and George-street, and land on north side Cheltenham-road, 150 feet from George-street, certificate of title, volume 5170, folio 1033808; and all that piece of land facing north side Cheltenham-road, 50 feet from George-street, certificate of title, volume 5790, folio 1157830—all being part of Crown allotment 34, Parish of Moorabbin, County of Bourke.

Fifthly.—All that piece of land known as lot 78 on the original plan of subdivision, being part of Crown portion 34, Parish of Moorabbin, County of Bourke, and being the land more particularly described in conveyance No. 95, book 2, dated 29.9.1853.

Sixthly.—All that piece of land known as lot 76 on the original plan of subdivision of Crown portion 34, Parish of Moorabbin, County of Bourke, and being the land more particularly described in conveyance No. 664, book 2, dated 18.10.1853.

Seventhly.—All that piece of land situate at the south-east corner of Fern-street and George-street, being part of Crown portion 34, Parish of Moorabbin, County of Bourke, and being the land more particularly described in conveyance No. 927, book 4, dated 12.12.1853.

and improvements thereon to the said land, including fencing, provision of water and sewerage, regrading, erection of buildings, &c., duty, Titles Office fees, advertising, and legal expenses.

The loan is to be liquidated by appropriating out of the Municipal Fund 60 equal half-yearly payments, covering principal and interest during the term of the loan.

The plans, specifications, and estimate of cost of the works referred to above, and statement showing the proposed expenditure of the money to be borrowed, are open for inspection during office hours at the office of the Council, Town Hall, Sandringham.

Dated this 24th day of May, 1939.

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F. G. TRICKS, Town Clerk.

TOWN OF HORSHAM.

LOAN NO. 15.

Notice of Intention to Borrow the Sum of Seven Thousand Pounds (£7,000).

TAKE notice that the Council of the Town of Horsham proposes to borrow, on the credit of the Mayor, Councillors, and Burgesses of the said Town, the sum of Seven thousand pounds, such sum to be raised by the issue of debentures, in accordance with the provisions of the *Local Government Act 1928*.

The rate of interest to be paid is £4 per centum per annum.

The said loan will be repayable by seven yearly instalments of £1,000 each on the 1st of August each year during the currency of the loan, at Horsham, at the Commercial Bank of Australia, or at the Council's bankers for the time being at Horsham.

The purposes for which the loan is to be applied are:—

For the erection of supper-room, kitchen, and office	£4,000
Abattoirs extension	1,500
Purchase of land for aerodrome	1,500

The loan will be liquidated by providing out of the Municipal Fund of the Council the yearly instalments referred to above.

The plans, specification, and estimate of the cost of the works referred to above, and a statement showing the proposed expenditure of money to be borrowed, are open for inspection at the Town Hall, Horsham.

Dated this twelfth day of May, One thousand nine hundred and thirty-nine.

413

W. P. PRYOR, Town Clerk.

SHIRE OF KERANG.

NOTICE OF INTENTION TO BORROW THE SUM OF £9,000 FOR
PERMANENT WORKS AND UNDERTAKINGS.

NOTICE is hereby given that the Council of the Shire of Kerang proposes to borrow on the credit of the President, Councillors, and Ratepayers of the said Shire, the sum of Nine thousand pounds (£9,000) by the issue of debentures in accordance with the provisions of Part 15 of the *Local Government Act 1928*.

The maximum rate of interest that may be paid is four pounds ten shillings per centum per annum.

The moneys proposed to be borrowed are to be repayable at the Commercial Banking Company of Sydney Limited, Melbourne, or the Council's bankers for the time being, by fifty equal half-yearly instalments, the first of which is to be paid six months after the date upon which such money is advanced to the Municipality, and thereafter at the expiration of each succeeding six months, in which manner the said loan is to be liquidated.

The purposes for which the loan is to be applied are—

The purchase of part of Crown allotment 7A, section C, Parish of Kerang, County of Gunbower, for the establishment of a market place and the provision of essential services thereat and approaches thereto	£3,850
Construction of pig pens	2,480
Construction of cattle pens	2,525
Construction of sheep pens	3,000
Total	£11,855

The plans and specifications and estimate of the cost of the permanent works and undertakings referred to above, together with a statement of the proposed expenditure of the moneys to be borrowed, are open for inspection at the Memorial Municipal Chambers, Kerang.

Dated at Kerang this 22nd day of May, 1939.

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A. K. LYALL, Shire Secretary.

TOWN OF ARARAT.—WATER SUPPLY.

NOTICE TO OWNERS OF TENEMENTS IN THE UNDER-MENTIONED
STREETS AND ROADS.

THE main pipe in the said streets and roads being laid down, the owners of all tenements situated as under are hereby required, on or before 1st June next, to cause proper pipes and stop cocks to be laid so as to supply water within such tenements from the main pipe.

H. J. BLACKIE, Chairman.

8th May, 1939.

Barkly-street, west from the Pumps to Green Hill.

Stawell-road, 28 chains from Collings-street to allotment 12, section 14.

High-street, from View Point-street to Township Extension Boundary.

View Point-street.—McGibbony-street, from Tuson-street to allotment 11, section 76.

Moore-street, from King-street to Alfred-street.—Campbell-street, to allotment 33, section 3.

King-street, from Kofod-street to Campbell-street.—Princes-street, from Barkly-street to allotment 19, section iv.

McLean-street, from Queen-street to allotment 8, section 72.

McNeill-street, to Government Battery.

Lowe-street, to section 115.—Beveridge-street, from McNeill-street to McLean-street.

Waratah-avenue.—Acacia-avenue, to allotments 2 and 3, section 116.

Burn-street, from Grano-street to allotment 9, section 52.

Hargreaves-street, from Burn-street to allotment 2, section 52.

Smith-street, from Grano-street to allotment 9, section 41.

Blake-street, from Grano-street to Thomas-street.

Baird-street.—Fay-street, from Baird-street to Smith-street.

Dean-street, to allotment 7, section 129.

McLellan-street, from Campbell-street to allotment 3, section 35.

Kofod-street.—Gordon-street, from High-street to Palmerston-street.

Wilson-street, from Campbell-street to Baird-street.

Rundell-street, from Tuson-street to allotment 11, section 87.

Maude-street, from Rundell-street to Barkly-street.

Alfred-street, from Rundell-street to Grano-street.

Queen-street, from Tatyoon-road to north side of Nott-road.

Tuson-street.—Palmer-street, from Tuson-street to allotment 1, section 17A.

Queen's-avenue.—Cary-street.—Bell-street.

Crouch-street, from Bath-street to Ludlow-street.

Bembow-street.—Dawson-street.—Clay-street.

Laby-street, from Barkly-street to Clay-street.

Banfield-street.—Minton-street, from Banfield-street to Hewitt-street.

Lane between View Point-street and Minton-street.

Port Fairy-road, from Town Boundary to allotment 566, section A.

South Boundary-road, from Port Fairy-road to allotment 7, section X.

South Boundary-road, from Queen-street to Princes-street.

South Boundary-road, from Vincent-street to allotment 43, section F.

Tatyoon-road, from Queen-street to allotment 4, section 19.

Flint-street, from Port Fairy-road to 3 chains from Queen-street.

From Moyston-road for 5 chains between sections J and E.

Moyston-road, from Town Boundary to allotment 7A, section 3.

Speed-street.—West Boundary-road, from Moyston-road to Picnic-road.

Ford-street, from West Boundary-road to allotment 651, section L.

Jenkins-street.—Picnic-road, from Banfield-street to Township Extension boundary.

West Boundary-road, from Lambert-street for 10 chains.—Queen-street, south 5 chains from Tatyoon-road. 406

THE BALLARAT SEWERAGE AUTHORITY.

GENERAL NOTICE.

THE above-mentioned Sewerage Authority having made provision for carrying off the sewage from each and every property which or any part of which is within the Sewerage Areas hereinafter described doth hereby declare that on and after the first day of July, 1939, each and every property which or any part of which is within the said Sewerage Areas shall be deemed to be a sewerage property within the meaning of the *Sewerage Districts Act 1928*.

The boundaries of the Sewerage Areas hereinbefore referred to are:—

Sewerage Area No. 94.

City of Ballarat: Commencing at a point being the intersection of the centre line of the Warrenheip Creek Channel with the centre line of the Canadian Creek Channel; thence north-easterly along the centre line of the Warrenheip Creek Channel to its intersection with the east building line of Main-street; thence south-easterly along the east building line of Main-street a distance of about 400 feet to the south side of right-of-way; thence north-easterly along the south building line of right-of-way a distance of about 230 feet to its intersection with the west building line of right-of-way running parallel to Main-street; thence south-easterly along the west building line of last-mentioned right-of-way to its intersection with the north building line of York-street; thence south-westerly along the north building line of York-street a distance of about 220 feet to the north-west corner of York and Main streets; thence north-westerly along the west building line of Main-street to a point being the south-east corner of tenement No. 188, Main-street; thence south-westerly along the southern boundary of said tenement No. 188, Main-street, and by a prolongation of this line to its intersection with the centre line of the Canadian Creek Channel; thence north-westerly along the centre line of the Canadian Creek Channel to the point of commencement.

Sewerage Area No. 93.

City of Ballarat: Commencing at a point on the south building line of Gregory-street, being the north-west corner of tenement No. 1207, Gregory-street, and situate on the boundary of Sewerage Area No. 66; thence easterly along the south building line of Gregory-street to the south-east corner of Gregory and Haddon streets; thence southerly along the east building line of Haddon-street to the north-east corner of Haddon and Cardigan streets; thence north-westerly across Haddon-street to the north-west corner of Haddon-street and Wendouree-parade; thence westerly along the north building line of Wendouree-parade to the north-west corner of Wendouree-parade and Martin-avenue; thence northerly, westerly, and northerly by boundary of Sewerage Area No. 66 to the point of commencement.

By order of the said Sewerage Authority,

J. M. BARKER, Chairman.

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W. BRAZENOR, A.I.C.A., A.C.I.S., Secretary.

GEELONG WATERWORKS AND SEWERAGE TRUST.

NOTICE to owners of tenements in the under-mentioned streets, lanes, courts, and alleys opening thereto:—

City of Geelong.

McDonald-street, 350 feet east from Garden-street to existing main.

Balmoral-erecent, 191 feet north from Liverpool-street.

City of Geelong West.

Laseelles-avenue, on north side, commencing 247 feet east from Minerva-road, thence 446 feet east.

Town of Newtown and Chilwell.
John-street, 160 feet south from Bond-street.
Shire of Corio.
North Shore-road, 3,726 feet east from Melbourne-road.
Shire of Bellarine.
Tuckers-road, 5,383 feet south from Townsend-road.

The main pipe in the said streets being laid down, the owners of all tenements situated as above are hereby required, on or before the first day of July. One thousand nine hundred and thirty-nine, to cause a proper pipe to be laid to within such premises.

The common seal of the Geelong Waterworks and Sewerage Trust was hereunto affixed this twenty-sixth day of May, 1939, in the presence of—

(SEAL.) ALAN BELCHER, Vice-Chairman.
F. H. BURN, Commissioner.
412 P. G. REILLY, A.I.C.A., Secretary.

PARTNERSHIP ACT 1928.

NOTICE is hereby given that the partnership heretofore subsisting between Mary Ellen Walker and Florence Alice Palmer, carrying on business as newsagents and stationers at Port Fairy, in Victoria, under the style or firm of "Walker & Palmer," has been dissolved as from the date hereof.

Dated this 24th day of May, 1939.

M. E. WALKER.
F. A. PALMER.

Witness—ERNEST W. POWLING, solicitor, Port Fairy. 432

NOTICE is hereby given that the partnership heretofore carried on at 118 Queen-street, Melbourne, by Saxil Tuxen and George Leslie Miller, under the style or firm name of Tuxen and Miller, was on the 28th day of April, 1939, dissolved by mutual consent by retirement of the said George Leslie Miller from the said partnership.

Dated this 17th day of May, 1939.

S. TUXEN.

Witness to the above signature—L. R. GARNER.
Bullen and Burt, solicitors, 394-396 Collins-street, Melbourne. 368

NOTICE is hereby given that the partnership heretofore subsisting between George William Campbell and Alexander Roy Heeps, carrying on business as canvas blind manufacturers, under the name of Campbell and Heeps, at 879-881 Burke-road, Camberwell, has been dissolved as from the first day of April, 1939. All debts due to and owing by the above firm will be received and paid respectively by Alexander Roy Heeps, who will continue to carry on the said business under the above firm name of Campbell and Heeps.

Dated the 26th day of May, 1939.

ALEXANDER ROY HEEPS.
G. W. CAMPBELL.

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NOTICE is hereby given that a Meeting of creditors of Melbourne Drive Yourself Autos Proprietary Limited will be held on Tuesday, the 6th June, 1939, at a quarter past Two p.m., at A.C.A. Buildings, 118 Queen-street, Melbourne, for the purpose of nominating a liquidator of the company and fixing his remuneration.

Dated the 26th day of May, 1939.

By order of the Board,

453 C. BIESSE, Secretary.

Companies Act 1928.

THE COBURG GRAND THEATRE COMPANY
PROPRIETARY LIMITED (IN VOLUNTARY LIQUIDATION).

NOTICE OF FINAL MEETING.

NOTICE is hereby given that the Final Meeting of the shareholders of the above-named company will be held at the under-mentioned address on Monday, the 3rd day of July, 1939, at the hour of Twelve o'clock noon, in pursuance of and for the purpose of section 196 of the Companies Act 1928.

Dated this 30th day of May, 1939.

CLEMENT F. KING, Liquidator.
60 Market-street, Melbourne. 442

Companies Act 1938.

EUREKA TRUST PROPRIETARY LIMITED.

NOTICE TO CREDITORS.

NOTICE is hereby given that a Meeting of creditors in the above matter, pursuant to section 238 (1) of the Companies Act 1938, will be held at the office of John Henry Knell, F.C.A. (Aust.), 423 Little Collins-street, Melbourne, on Thursday, the 1st day of June, 1939, at Twelve o'clock noon.

R. A. EASTWOOD, Secretary.

Care of John H. Knell, F.C.A. (Aust.), 423 Little Collins-street, Melbourne, C.I. 451

Companies Act 1938.

HEIDELBERG AND DISTRICT AMUSEMENTS PTY. LTD.
(IN LIQUIDATION).

NOTICE OF GENERAL MEETING OF SHAREHOLDERS, PURSUANT TO SECTION 245.

A GENERAL Meeting of members of the above company will be held on Monday, 3rd July, 1939, at Twelve noon, at the office of O. W. Parkinson, chartered accountant (Aust.), Bank House, Bank-place, Melbourne, for the purposes set out in section 245 of the Companies Act 1938.

Dated this 30th day of May, 1939.

O. W. PARKINSON, liquidator, chartered accountant (Aust.), Bank House, Bank-place, Melbourne, C.I. 458

MCCANN BROS. PROPRIETARY LIMITED
(IN VOLUNTARY LIQUIDATION).

NOTICE is hereby given, in pursuance of section 196 of the Companies Act 1928, that a General Meeting of members of the above-named company will be held at the office of Messrs. J. S. Eastwood and Company, chartered accountants (Australia), 440 Little Collins-street, Melbourne, on Thursday, the 29th day of June, 1939, at Twelve o'clock noon, for the purpose of having an account laid before them showing the manner in which the winding up of the company has been conducted and the property of the company disposed of.

Dated this 24th day of June, 1939.

A. H. ETHERINGTON, Liquidator.
Arthur Phillips and Just, Equity Chambers, 472 Bourke-street, Melbourne, solicitors for the company. 460

W. HERMON SLADE & CO. (VIC.) PROPRIETARY
LIMITED.

Registered Office: 350 Flinders-lane, Melbourne.

NOTICE is hereby given that, pursuant to section 238 of the Companies Act 1938, a Meeting of the creditors of the above company will be held at the office of Messrs. A. S. Bloomfield and Co., chartered accountants (Australia), 84 William-street, Melbourne, on Thursday, 8th June, 1939, at Twelve o'clock noon.

By order of the Board,

V. LUMLEY, Secretary.
Melbourne, 30th May, 1939. 471

Companies Act 1928.

RE LADY GAY SLIPPER CO. PTY. LTD. (IN LIQUIDATION),
of 14 Risley-street, Richmond.

NOTICE is hereby given that a Second Dividend is intended to be declared in the above estate. Creditors who have not proved their debts by the 14th day of June, 1939, will be excluded from this dividend.

Dated this 27th day of May, 1939.

S. W. GARSIDE and Co., chartered accountants (Australia),
20 Queen-street, Melbourne. 477

The Companies Act 1928.

LATROBE TIMBER AND CASE CO. LTD.
(IN VOLUNTARY LIQUIDATION).

NOTICE is hereby given that, in pursuance of section 196 (2) of the Companies Act 1928, a General Meeting of the above company will be held at the offices of Messrs. Morton, Watson, and Young, 55 William-street, Melbourne, at Two o'clock p.m., on Friday, the thirtieth day of June, 1939, for the purpose of receiving the liquidator's final account of the winding-up of the company.

484 L. J. WATSON, Liquidator.

CROYDON COOL STORES AREA.

NOTICE is hereby given that the roll of orchard owners will be available for inspection at the Trust's office, at all reasonable hours, between the 6th and 10th days of June, 1939.

496 ROBT. LANGLEY, Secretary.

NOTICE TO CLAIMANTS.—RE BENJAMIN LAZARUS,
DECEASED.

OLIVER DUNCAN CLUES, of 71 Roseneath-street, Clifton Hill, in the State of Victoria, driver, the executor of the will of Benjamin Lazarus, late of 6 Blanche-street, Collingwood, in the said State, disinfectant manufacturer, deceased (who died on the 29th day of June, 1938), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to him, on or before the 26th day of July, 1939, particulars, in writing, of such claims, after which date he intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which he shall have notice.

Dated this 29th day of May, 1939.

HERMAN & COLTMAN, of 456 Little Collins-street,
Melbourne, proctors for the executor. 459

NOTICE TO CREDITORS AND OTHERS.—*RE* EDWARD TURNER, DECEASED, INTESTATE.

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of Edward Turner, late of Hastings, in the State of Victoria, retired orchardist, deceased, intestate (who died on the 7th day of April, 1939, and letters of administration of whose estate were granted to Mary Turner, of Hastings aforesaid, widow, on the 24th day of May, 1939), are hereby required to send particulars of such claims, in writing, to the said administratrix, care of the undersigned, on or before the 2nd day of August, 1939. And notice is hereby given that, after that day, the said administratrix will proceed to distribute the assets of the said Edward Turner, deceased, intestate, which shall have come to her hands or possession amongst the persons entitled thereto, having regard only to the claims of which she shall then have had notice, and the said administratrix will not be liable for the assets, or any part thereof, so distributed to any person of whose claim she shall not then have had notice.

Dated the 25th day of May, 1939.

WILLIAM S. COOK & McCALLUM, of Temple Court, 422 Collins-street, Melbourne, proctors for the said administratrix. 475

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of James Sack, late of Waterdale-road, Heidelberg, in the State of Victoria, manufacturer, deceased (who died on the 23rd day of March, 1939, and probate of whose will was granted by the Supreme Court of the said State, in its probate jurisdiction, on the eighteenth day of May, 1939, to Fanny Sack, of Waterdale-road, Heidelberg aforesaid, widow, and Harry Sack, of Malvern-avenue, South Camberwell, in the said State, manufacturer), are hereby required to send particulars, in writing, of such claims to the said Fanny Sack and Harry Sack, care of the undersigned proctors for the said executors, on or before the third day of August, 1939, after which date the said executors will proceed to distribute the assets of the said James Sack, deceased, which shall have come to their hands or possession amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice. And notice is further given that the said executors will not be liable for the assets so distributed, or any part thereof, to any person of whose claim they shall not then have had notice as aforesaid.

Dated this twenty-sixth day of May, 1939.

BAYLES, HAMILTON, & WILKS, 413 Collins-street, Melbourne, proctors for the said executors. 468

NOTICE is hereby given that all persons having any claims against the estate of Emily Seward, late of 113 Swanston-street, Geelong, in the State of Victoria, widow, deceased, probate of whose will was granted by the Supreme Court of the State of Victoria, in its probate jurisdiction, on the sixteenth day of March, 1939, to Alfred James Day, of 38 Garden-street, Geelong aforesaid, accountant, and Mabel Elizabeth Fraser, of 77 Forth-street, Kempsey, in the State of New South Wales, married woman, are hereby required to send in particulars, in writing, of such claims to the said executors, in care of the undersigned, at their address below, on or before the thirty-first day of July, 1939. And notice is hereby also given that after the last-mentioned date, the said executors will proceed to distribute the assets of the said deceased amongst the parties entitled thereto, having regard only to the claims of which they shall have had notice, and the said executors will not be answerable or liable for the assets, or any part thereof, so distributed to any persons of whose claims they shall not then have had notice.

Dated the 30th day of May, 1939.

CRAWCOUR & HOLLYHOKE, of Yarra-street, Geelong, proctors for the said executors. 424

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of Eliza Robina Leopold (or Lippold), late of Greenhill, near Buninyong, in Victoria, married woman, deceased (who died on the thirteenth of February, 1939, and probate of whose will was granted by the Supreme Court of Victoria, in its probate jurisdiction, on the twenty-fourth of March, 1939, to Albert Stanley Nicholas, of Creswick Church of England, clergyman, and Elizabeth Catherine Thornton, of Buninyong, widow), are hereby required to send particulars, in writing, of such claims to the said executors, care of the undersigned, on or before the first of August, 1939, after which date the executors will proceed to distribute the assets of the said deceased which shall have come to their hands amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice. And will not be liable for the assets so distributed, or any part thereof, to any person of whose claim they shall not then have had notice.

Dated this 27th day of May, 1939.

NEVETT, NEVETT, & GLENN, 11 Lydiard-street south, Ballarat, proctors for the said executors. 426

RE ERNEST CLIFTON, DECEASED.

PURSUANT to the provisions of the *Trustee Act* 1928, notice is hereby given that The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne, in the State of Victoria, the administrator to which letters of administration, with the will annexed, of the estate of Ernest Clifton, formerly of Barkly-street, Footscray, in the said State, but late of Canterbury-road, Forest Hill, in the said State, formerly implement manufacturer, but late retired storkeeper, deceased (who died on the first day of April, 1939), were granted by the Supreme Court of the State of Victoria, in its probate jurisdiction, on the seventeenth day of May, 1939, intends to convey or distribute the assets of the said deceased to or amongst the persons entitled thereto, and requires any person interested to send to it, at its office at 472 Bourke-street, Melbourne aforesaid, on or before the seventh day of August, 1939, particulars, in writing, of his or her claim against the estate of the said deceased. And notice is hereby further given that, at the expiration of the time aforesaid, the said company will convey or distribute the estate of the said deceased to or amongst the persons entitled thereto, having regard only to the claims, whether formal or not, of which it shall then have had notice, and, further, that it will not be liable to any person of whose claim it shall not then have had notice.

Dated this twenty-third day of May, 1939.

LEACH & THOMSON, Equity Chambers, 472 Bourke-street, Melbourne, solicitors for the said company. 461

PURSUANT to the *Trustee Act* 1928, all persons having claims against the estate of John Alan Campbell, formerly of Myoora Flats, Irving-road, Toorak, but late of Soho, Drysdale, in the State of Victoria, grazier, deceased (who died on the fifth day of February, 1939, and probate of whose will and one codicil thereto was granted by the Supreme Court of Victoria, on the twenty-fifth day of May, 1939, to The Union Trustee Company of Australia Limited, of 333 Collins-street, Melbourne, in the said State, Arthur Debenham, of 9 Yar Orrong-road, Toorak, in the said State, gentleman, and Maine Outhwaite, of Milby, Condobolin, in the State of New South Wales, grazier, the executors named in the said will and codicil), are hereby required to send particulars of such claims to the said executors, addressed to the said The Union Trustee Company of Australia Limited, at its address above appearing, on or before the first day of August, 1939, after the expiration of which time the said executors will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to claims of which they shall have had notice.

Dated this twenty-seventh day of May, 1939.

BLAKE & RIGGALL, 120 William-street, Melbourne, proctors for the said executors. 469

PURSUANT to the *Trustee Act* 1928, all persons having claims against the estate of Alexander Thomson Creswick, late of "Yarrien," Irving-road, Toorak, in the State of Victoria, grazier, deceased (who died on the nineteenth day of March, 1939, and probate of whose will was granted by the Supreme Court of Victoria, on the twenty-fifth day of May, 1939, to Edward Walter Outhwaite, of 120 William-street, Melbourne, in the said State, solicitor, Samuel Octavius Wood, of Glen Eira-road, Caulfield, in the said State, veterinary surgeon, and Alex Hubert Outhwaite, of 368 Collins-street, Melbourne aforesaid, accountant, the executors named in the said will), are hereby required to send particulars of such claims to the said executors, addressed to the care of the undersigned proctors, on or before the first day of July, 1939, after the expiration of which time the said executors will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to claims of which they shall have had notice.

Dated this twenty-seventh day of May, 1939.

BLAKE & RIGGALL, 120 William-street, Melbourne, proctors for the said executors. 470

NATIONAL TRUSTEES, EXECUTORS, AND AGENCY COMPANY OF AUSTRALASIA LIMITED, of 113 Queen-street, Melbourne, in the State of Victoria, having made application to the Registrar of Probates for a grant of probate of the will of Margaret Croker, late of Clarke and Austin streets, Geelong, in the said State, and formerly of the New Treasury Hotel, Spring-street, Melbourne, aforesaid, gentlewoman, deceased (who died on the third day of April, 1939), requires all persons having claims against the said estate to send particulars thereof, in writing, to the said company, on or before the seventh day of August, 1939, after which date the said company intends to distribute such estate among the persons entitled thereto, having regard only to the claims of which it shall have had notice.

Dated the 31st day of May, 1939.

CROKER & POWER, 17 Queen-street, Melbourne, proctors for the said company. 457

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Eustace Jellicoe Rogers, late of Deniliquin, in the State of New South Wales, clergyman, deceased (who died on the 23rd day of August, 1938, and letters of administration with the will annexed of whose estate were granted by the Supreme Court of New South Wales on the 2nd day of February, 1939, to the Public Trustee in and for the State of New South Wales, of 14 Castlereagh-street, Sydney, in the said State, and an exemplification of such letters of administration with the will annexed was ordered to be sealed with the seal of the Supreme Court of Victoria on the 25th day of May, 1939), are hereby required to send particulars, in writing, of such claims to the said Public Trustee on or before the 3rd day of August, 1939, after which date the said Public Trustee will proceed to distribute the assets of the said Eustace Jellicoe Rogers, deceased, having regard only to the claims of which he shall then have had notice: And notice is hereby further given that the said Public Trustee will not be liable for the assets so distributed, or any part thereof, to any person of whose claim he shall not have had notice as aforesaid.

Dated the 30th day of May, 1939.

PLANTE & HENTY, 395 Collins-street, Melbourne, proctors for the said Public Trustee. 447

RE JESSIE FLORENCE HEAPE (sometimes known as Jessie Florence Heap), DECEASED.

PURSUANT to the provisions of the *Trustee Act 1928*, notice is hereby given that all persons having any claims against the estate of Jessie Florence Heape, late of 11 Scott-street, Caulfield, in the State of Victoria, married woman, deceased (who died on the twenty-fourth day of December, 1938, and letters of administration of whose estate were granted by the Supreme Court of the said State, in its probate jurisdiction, on the eighteenth day of April, 1939, to William Farnworth Heape, junior, of 5 Emma-street, Caulfield, aforesaid, manager), are hereby required to send particulars, in writing, of such claims to the said William Farnworth Heape, care of the undersigned proctor for the administrator, on or before the seventh day of August, 1939, after which date the said administrator will proceed to distribute the assets of the said Jessie Florence Heape, deceased, which shall have come to their hands or possession, amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice. And notice is further given that the said administrator shall not be liable for the assets so distributed, or any part thereof, to any person of whose claim they shall then have had notice as aforesaid.

Dated this twenty-ninth day of May, 1939.

L. A. CHISHOLM, LL.B., of 100-104 Queen-street, Melbourne, proctor for the said administrator. 446

RE ROBERT HETTRICK McMURTRIE, DECEASED.

PURSUANT to the provisions of the *Trustee Act 1928*, notice is hereby given that all persons having any claims against the estate of Robert Hettrick McMurtrie, late of 29 Kooyong-road, Armadale, in the State of Victoria, retired contractor (who died on the twentieth day of April, 1939), are requested to send particulars, in writing, of such claims to Jeanie McMurtrie Chadwick, of 49 Kooyong-road, Armadale aforesaid, spinster, and Lyston Arthur Chisholm, of 100 Queen-street, Melbourne, in the said State, solicitor, the executors appointed by the said will, care of the undersigned, on or before the seventh day of August, 1939; and notice is hereby given that after that date the said Jeanie McMurtrie Chadwick and Lyston Arthur Chisholm will proceed to distribute the assets of the said Robert Hettrick McMurtrie, deceased, among the persons entitled thereto, having regard only to the claims whereof they shall then have had notice; and they shall not be liable for the assets so distributed, or any part thereof, to any person or persons of whose claim they shall not then have had notice.

Dated this twenty-ninth day of May, 1939.

L. A. CHISHOLM, LL.B., of 100 Queen-street, Melbourne, proctor for the applicants. 445

RE JOHN LELEAN COPE, DECEASED.

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims upon the estate of John Lelean Cope, formerly of 37 Duntroon-avenue, Roseville, in the State of New South Wales, but late of "Amalfi," 83 Union-road, Surrey Hills, in the State of Victoria, Presbyterian minister, deceased (who died on the nineteenth day of May, 1938, and probate of whose will was granted by the Supreme Court of Victoria on the twenty-ninth day of May, 1939, to Alice Ruth Falconer Cope, of 37 Duntroon-avenue, Roseville, aforesaid, spinster, and The Trustees, Executors, and Agency Company Limited, of No. 401-403 Collins-street, Melbourne, in the said State of Victoria), are hereby required to send particulars, in writing, of such claims to the said Alice Ruth Falconer Cope, and the said company, at the address of the said company, on or before the fifth day of August,

1939, after which date she and it will proceed to convey or distribute the said estate, or any part thereof, to or among the persons entitled thereto, having regard only to the claims, whether formal or not, of which she and it shall then have had notice. And notice is further given that she and it will not be liable to any person of whose claim she and it shall not have had such notice as aforesaid.

Dated the thirtieth day of May, 1939.

E. P. JOHNSON & DAVIES, 108 Queen-street, Melbourne, proctors for the said Alice Ruth Falconer Cope and the said company. 441

NOTICE TO CLAIMANTS.—RE JOHN JOSEPH ROUSE, DECEASED.

PERPETUAL TRUSTEE COMPANY (LIMITED), of 33-39 Hunter-street, Sydney, in the State of New South Wales, and John Edgar Elsdon Rouse, of Sydney aforesaid, company director, the executors of the will and codicil of John Joseph Rouse, late of Sydney aforesaid, and of Darling Point, in the said State, company director, deceased (who died on the seventh day of September, 1938), require all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said executors, in care of the said company, on or before the seventh day of August, 1939, particulars, in writing, of such claims, after which date the said executors intend to convey or distribute such property or estate to or amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice in writing. And notice is hereby further given that the said executors will not be liable for the property or estate, or any part thereof, so distributed to any person of whose claim they shall not then have had notice.

Dated the twenty-fourth day of May, 1939.

HODGSON & FINLAYSON, 360 Collins-street, Melbourne, proctors for the executors. 448

NOTICE TO CREDITORS AND OTHERS.—RE CECILIA GREENWOOD, DECEASED.

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all creditors and persons having any claims or demands upon or against the estate of Cecilia Greenwood, late of "Broadhanger," 38 Gnarwyn-road, Carnegie, in the State of Victoria, spinster, deceased (who died on the 13th day of March, 1939, and probate of whose will was, on the 19th day of May, 1939, granted by the Supreme Court of Victoria), are hereby required to send particulars, in writing, of such claims to The Union Trustee Company of Australia Limited, of 333 Collins-street, Melbourne, in the said State, the sole executor appointed by the said will, on or before the 1st day of August, 1939, after which date the said The Union Trustee Company of Australia Limited will proceed to convey or distribute the assets of the said Cecilia Greenwood to or among the persons entitled thereto, having regard only to the claims of which the said company shall then have notice. And notice is hereby further given that the said The Union Trustee Company of Australia Limited, will not be liable for the assets so conveyed or distributed, or any part thereof, to any person of whose claim the said company shall not have had notice as aforesaid.

Dated this 25th day of May, 1939.

BOOTHBY & BOOTHBY, 408 Collins-street, Melbourne, proctors for the said executor. 439

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Emma Mary Bedwell, late of 588 Inkerman-road, Caulfield, in the State of Victoria, married woman, deceased (who died on the 9th day of February, 1939, and probate of whose will, and list therein referred to, was granted by the Supreme Court of the said State, in its probate jurisdiction, on the twenty-seventh day of May, 1939, to The Trustees, Executors, and Agency Company Limited, of 401-403 Collins-street, Melbourne, in the said State), are hereby required to send particulars, in writing, of such claims to the said The Trustees, Executors and Agency Company Limited, at its above-mentioned address, on or before the fifth day of August, 1939, after which date the said The Trustees, Executors, and Agency Company Limited will proceed to distribute the assets of the said Emma Mary Bedwell, deceased, which shall have come to its hands amongst the persons entitled thereto, having regard only to the claims of which it shall then have had notice. And notice is hereby further given that the said The Trustees, Executors, and Agency Company Limited will not be liable for the assets so distributed, or any part thereof, to any person of whose claim it shall not have had notice as aforesaid.

Dated this thirty-first day of May, 1939.

MORRISON, SAWERS, & TEARE, of 395 Collins-street, Melbourne, solicitors for the said The Trustees, Executors, and Agency Company Limited. 450

PATRICK MOLONEY, DECEASED.

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons interested in or having claims in respect of the property or estate of Patrick Moloney, late of Ailsa, in the State of Victoria, farmer, deceased (who died on the sixth day of March, 1939, and probate of whose will, and codicil thereto, was granted by the Supreme Court of Victoria, in its probate jurisdiction, on the eleventh day of May, 1939, to The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne (hereinafter called the company), are hereby required to send particulars, in writing, of such claims to the company, at its above address, on or before the fifth day of August, 1939, after which date it is the intention of the company to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which the company shall then have had notice.

Dated this thirtieth day of May, 1939.

P. J. TOOHEY, barrister and solicitor, Warracknabeal. 435

NOTICE is hereby given that all persons having any claims against the property or estate of Elizabeth Thomas Stephens, formerly of "Rosebank," Drouin, in the State of Victoria, but late of Drouin aforesaid, spinster, deceased, probate of whose will was, on the twenty-sixth day of May, 1939, granted to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, in the said State, are hereby required to send particulars thereof to the said company, on or before the eleventh day of August, 1939, after which date the said company will proceed to distribute such property or estate among the persons entitled thereto, of whose claims, whether formal or not, the company shall then have had notice.

Dated the 29th day of May, 1939.

V. WISCHER, of 443 Chancery-lane, Melbourne, solicitor. 437

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all creditors, next of kin, and others having claims against the property or estate of Archibald Elliott, late of 168 Clarke-street, Northcote, in the State of Victoria, gentleman, deceased (who died on the second day of March, One thousand nine hundred and thirty-nine, and probate of whose will was granted by the Supreme Court of Victoria, in its probate jurisdiction, on the fourth day of April, One thousand nine hundred and thirty-nine, to Margaret Daisy Elliott, and Jessie Myrtle Elliott, both of Highton-grove, Balwyn, in the said State, school teachers, the executrices named in and appointed by the said will), are hereby requested to send particulars, in writing, of such claims to the said executrices, care of Gray and Gray, solicitors, 422 Collins-street, Melbourne, on or before the fifth day of August, One thousand nine hundred and thirty-nine, after which date the said executrices will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice. And notice is hereby further given that the said executrices will not be liable for the assets, or any part thereof, so distributed to any person of whose claim they shall not then have had notice.

Dated this twenty-second day of May, One thousand nine hundred and thirty-nine.

GRAY & GRAY, solicitors, 422 Collins-street, Melbourne, proctors for the executrices. 414

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of Mary Ida Dilworth, late of 18 Green-street, Ivanhoe, in the State of Victoria, married woman, deceased (who died on the 4th day of March, 1939, and probate of whose will was granted by the Supreme Court of the said State, in its probate jurisdiction, on the 23rd day of May, 1939, to National Trustees, Executors, and Agency Company of Australasia Limited, of 113 Queen-street, Melbourne, in the said State), are hereby required to send particulars, in writing, of such claims to the said National Trustees, Executors, and Agency Company of Australasia Limited, at its above-mentioned address, on or before the 5th day of August, 1939, after which date the said National Trustees, Executors, and Agency Company of Australasia Limited will proceed to distribute the assets of the said Mary Ida Dilworth, deceased, which shall have come to its hands, amongst the persons entitled thereto, having regard only to the claims of which it shall then have had notice. And notice is hereby further given that the said National Trustees, Executors, and Agency Company of Australasia Limited will not be liable for the assets so distributed, or any part thereof, to any person of whose claim it shall not have had notice as aforesaid.

Dated this 25th day of May, 1939.

CORNWALL, STODART, & CO., of 440 Little Collins-street, Melbourne, proctors for the said National Trustees, Executors, and Agency Company of Australasia Limited. 455

No. 122.—7323/39.—3

NOTICE is hereby given that all persons having claims upon the estate of John Zealley, of Kotta, Victoria, farmer, deceased (who died on the 16th day of March, 1939, and probate of whose will was granted by the Supreme Court of the State of Victoria, on the twenty-first day of April, 1939, to William Zealley, of 46 Riviera-street, Mentone, and William Vickers, of Kotta), are hereby required to send particulars, in writing, of such claims to the said executors, care of William Vickers, of Kotta aforesaid, before the twenty-eighth day of July, 1939, after which date they will proceed to distribute the said estate among the persons entitled thereto, having regard only to the claims of which they shall then have had notice. And notice is further given that they will not be liable to any person of whose claim they shall not have had notice as aforesaid.

Dated this twenty-seventh day of May, 1939.

H. W. RALEIGH & ROBERTS, Mackay-street, Rochester, proctors for the executors. 429

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of Robert Alexander Howden, late of Main-street, Pakenham East, retired saddler, deceased, probate of whose will was granted by the Supreme Court of Victoria, in its probate jurisdiction, on the twenty-first day of March, 1939, to Alexander McGregor Collie, of Main-street, Pakenham East, farmer, and Edward Arthur Taylor, of 266 Graham-street, Port Melbourne, boot repairer (hereinafter called "the said executors"), are hereby required to send particulars, in writing, of such claims to the said executors, addressed care of Hoad and Bonella, 440 Chancery-lane, Melbourne, on or before the third day of August, 1939, after which date the said executors will proceed to distribute the assets of the said Robert Alexander Howden, deceased, which shall have come to their hands amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice. And notice is hereby further given that the said executors will not be liable for the assets so distributed, or any part thereof, to any person of whose claim they shall not have had notice as aforesaid.

Dated the 24th day of May, 1939.

HOAD & BONELLA, 440 Chancery-lane, Melbourne, proctors for the said executors. 438

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of Eliza Jane Watson, late of 15 Southernhay-street, Preston, in the State of Victoria, married woman, deceased (who died on the twenty-second day of May, 1939, and probate of whose will was granted by the Supreme Court of the said State, in its probate jurisdiction, on the nineteenth day of May, 1939, to Herbert Francis Pulford, of 142 Clarendon-street, Thornbury, in the said State, constable of police), are hereby required to send particulars, in writing, of such claims to the said Herbert Francis Pulford, care of Morrison, Sawers, and Teare, 395 Collins-street, Melbourne, on or before the fifth day of August, 1939, after which date the said Herbert Francis Pulford will proceed to distribute the assets of the said Eliza Jane Watson, deceased, which shall have come to his hands amongst the persons entitled thereto, having regard only to the claims of which he shall then have had notice. And notice is hereby further given that the said Herbert Francis Pulford will not be liable for the assets so distributed, or any part thereof, to any person of whose claim he shall not have had notice as aforesaid.

Dated this thirty-first day of May, 1939.

MORRISON, SAWERS, & TEARE, of 395 Collins-street, Melbourne, solicitors for the said Herbert Francis Pulford. 449

PURSUANT to the *Trustee Act* 1928, notice is hereby given that all persons having claims against the estate of James Joseph Sweeney, late of 208 Hyde-street, Yarraville, in the State of Victoria, retired railway employee, deceased (who died on the fifth day of November, 1938, and probate of whose will was granted by the Supreme Court of the State of Victoria, in its probate jurisdiction, on the sixth day of April, 1939, to Joseph Finbar Doyle, of St. Augustine's Orphanage, Geelong, in the said State, the Brother Superior of St. Augustine's Orphanage, Geelong aforesaid), are hereby required to send particulars, in writing, of such claims to the said Joseph Finbar Doyle, at the under-mentioned address, on or before the tenth day of August, 1939, after which date the said Joseph Finbar Doyle will proceed to distribute the assets of the said James Joseph Sweeney, deceased, which shall have come to his hands amongst the persons entitled thereto, having regard only to the claims of which he shall then have had notice. And notice is hereby further given that the said Joseph Finbar Doyle will not be liable for the assets so distributed, or any part thereof, to any person of whose claim he shall not have had notice as aforesaid.

Dated the twenty-ninth day of May, 1939.

DOYLE & KERR, "The Exchange," Market-square, Geelong, proctors for the said executor. 411

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Johanna Kelly, formerly of 10 Reeves-street, Clifton Hill, in the State of Victoria, but late of 11 Jamieson-street, Coburg, in the said State, widow, deceased (who died on the twenty-sixth day of April, 1939, and probate of whose will was granted by the Supreme Court of the said State, on the twenty-fourth day of May, 1939, to National Trustees, Executors, and Agency Company of Australasia Limited, of No. 113 Queen-street, Melbourne, in the said State, the executor appointed by the said will), are hereby required to send particulars, in writing, of such claims to the said National Trustees, Executors, and Agency Company of Australasia Limited, at its said address, on or before the second day of August, 1939, after which date the said executor will proceed to convey or distribute the assets of the said Johanna Kelly, deceased, which shall have come to its hands, to or amongst the persons entitled thereto, having regard only to the claims, whether formal or not, of which it shall then have had notice. And notice is hereby further given that the said executor will not be liable for the assets so distributed, or any part thereof, to any person of whose claim it shall not then have notice as aforesaid.

Dated this thirty-first day of May, 1939.

H. P. R. MORGANTI, Chancery House, 485 Bourke-street, Melbourne, proctor for the said executor. 452

ARTHUR HADLEY WEBSTER, late of No. 184 High-street, Northcote, in the State of Victoria, shopkeeper, DECEASED, INTTESTATE.

PURSUANT to the provisions in that behalf contained in the *Trustee Act 1928*, notice is hereby given that all persons having claims in respect of the property of the above-named deceased (who died on the 3rd day of May, 1939, and letters of administration of whose estate were granted by the Supreme Court of the said State, in its probate jurisdiction, on the 26th day of May, 1939, to Sidney Howard Webster, of Canterbury-road, Vermont, in the said State, retired civil servant, a brother of the said deceased), are hereby required to send particulars, in writing, of such claims to the said administrator, at the address of the undersigned, on or before the 1st day of August, 1939, after which date the said administrator will proceed to convey or distribute the said property, or any part thereof, to or among the persons entitled thereto, having regard only to the claims, whether formal or not, of which he shall then have had notice. And notice is further given that the said administrator shall not, as respects the property so conveyed or distributed, be liable to any person of whose claim he shall not then have had notice.

Dated this 29th day of May, 1939.

WISEWOULD & DUNCAN, Imperial Chambers, 408 Collins street, Melbourne, solicitors for the said administrator. 454

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Agnes Ann Harding, late of 49 Baxter-street, Bendigo, in the State of Victoria, spinster, deceased (who died on the twenty-sixth day of March, 1939, and probate of whose will was granted by the Supreme Court of the State of Victoria, in its probate jurisdiction, on the nineteenth day of May, 1939, to Sandhurst and Northern District Trustees, Executors, and Agency Company Limited, of View-street, Bendigo), are required to send particulars, in writing, of such claims to the said company, at its address aforesaid, on or before the second day of August, 1939, after which date the said company will proceed to distribute the assets of the said estate amongst the persons entitled thereto, having regard only to the claims of which it shall have had notice. And the said company will not be liable for the assets, or any part thereof, so distributed to any person of whose claim it shall not have had notice.

Dated this twenty-sixth day of May, 1939.

HOGAN & ROWAN, 53 Bull-street, Bendigo, proctors for the said company. 410

NOTICE is hereby given that all persons having claims in respect of the property or estate of Rosa Shepherd, late of 13 Church-street, Geelong West, in the State of Victoria, widow, deceased (who died on the thirty-first day of March, 1939, and probate of whose will was granted by the Supreme Court of the State of Victoria on the nineteenth day of May, 1939, to William Ritchie Smith, of Dimboola-road, Horsham, in the said State, engineer), are hereby required to send particulars of such claims to the said William Ritchie Smith, care of Messrs. Wighton and McDonald, solicitors, at the address below set out, on or before the second day of August, 1939, after which date the said William Ritchie Smith will convey or distribute such property or estate to or among the persons entitled thereto of whose claims he has had notice.

Dated this twenty-third day of May, 1939.

WIGHTON & McDONALD, 53 Yarra-street, Geelong, proctors for the executor. 408

PURSUANT to the provisions of the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Lina Christina Wilhelm, late of Wimba-avenue, East Kew, in the State of Victoria, married woman, deceased, intestate (who died on the fourteenth day of September, 1938, and letters of administration of whose estate were granted by the Supreme Court of Victoria, in its probate jurisdiction, on the second day of February, 1939, to Reinhold Wilhelm, of Wimba-avenue, East Kew aforesaid, industrial chemist), are hereby required to send particulars, in writing, of such claims to the said Reinhold Wilhelm, care of Ivan F. Croft, of 108 Queen-street, Melbourne, in the said State, on or before the fifth day of August, 1939, after which date the said Reinhold Wilhelm will proceed to distribute the assets of the said Lina Christina Wilhelm, deceased, which shall have come to his hands amongst the persons entitled thereto, having regard only to the claims of which he shall then have had notice. And notice is hereby further given that the said Reinhold Wilhelm will not be liable for the assets so distributed, or any part thereof, to any person of whose claim he shall not have had such notice as aforesaid.

Dated this twenty-ninth day of May, 1939.

IVAN F. CROFT, of 108 Queen-street, Melbourne, proctor for the said Reinhold Wilhelm. 476

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Edward Lesslie Newbiggin, formerly of "Langi," Toorak-road, Toorak, but late of Montalto-avenue, Toorak, in the State of Victoria, manager, deceased (who died on the twenty-seventh day of March, 1939, and application for a grant of representation of whose estate has been made to the Registrar of Probates by Emily Ivy Newbiggin, of Montalto-avenue, Toorak aforesaid, widow, the executrix named in the will of the said deceased), are required to send particulars, in writing, of such claims to the said executrix, care of the undersigned proctors, on or before the fourth day of August, 1939, after which date the said executrix will proceed to convey or distribute the said estate, or any part thereof, amongst the persons entitled thereto, having regard only to the claims, whether formal or not, of which she shall then have had notice. And notice is further given that she will not as respects the property so conveyed or distributed be liable to any person of whose claim she shall not have had notice.

Dated this thirtieth day of May, 1939.

GILLOTT, MOIR, & AHERN, 395 Collins-street, Melbourne, proctors for the said executrix. 478

PURSUANT to the *Trustee Act 1928*, notice is hereby given that Francis John Victor Wilcox, of 20 Queen-street, Melbourne, in the State of Victoria, solicitor, the surviving executor to whom probate of the will of Elizabeth Jane McClellan, late of 46 Athelstan-road, Camberwell, in the said State, married woman, deceased (who died on the 20th day of June, 1932), was granted by the Supreme Court of the said State of Victoria, in its probate jurisdiction, on the 26th day of September, 1932, intends to convey or distribute the estate of the said deceased to or among the persons entitled thereto, and hereby requires all creditors and persons interested to send to the executor, in care of the undersigned proctors, particulars, in writing, of their claims against the said estate, on or before the 3rd day of August, 1939, after which date the said executor will convey or distribute the said estate to or among the persons entitled thereto, having regard only to the claims, whether formal or not, of which he shall then have had notice; and that he will not be liable for the assets so distributed, or any part thereof, to any person of whose claim he shall not have had notice as aforesaid.

Dated the 25th day of May, 1939.

A. G. HALL & WILCOX, proctors, 20 Queen-street, Melbourne. 479

RE ERNEST FREDERICK THORN.

PURSUANT to the provisions of the *Trustee Act 1928*, notice is hereby given that persons having claims against the estate of Ernest Frederick Thorn, late of 36 Clyde-street, East Northcote, in the State of Victoria, engineer-driver, deceased (who died on the twenty-seventh day of April, 1939, and probate of whose will was on the nineteenth day of May, 1939, granted by the Supreme Court of Victoria, in its probate jurisdiction, to William Thwaites, of Collins House, 360 Collins-street, Melbourne, in the said State, solicitor), are hereby required to send particulars, in writing, of such claims to the said William Thwaites, at his said address, on or before the second day of August, 1939, after which date the said William Thwaites will proceed to distribute the assets of the said deceased among the persons entitled thereto, having regard only to the claims of which he shall then have had notice; and he shall not be liable for the assets so distributed or any part thereof to any person or persons of whose claim he shall not have had notice.

Dated the twenty-fourth day of May, 1939.

McCAY & THWAITES, Collins House, 360 Collins-street, Melbourne, proctors for the said executor. 485

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Cecilia Mary Regan, formerly of 260 Rosslyn-street, West Melbourne, but late of Hoddle's Creek, via Launching Place, in the State of Victoria, widow, deceased (who died on the twenty-third day of February, 1939, and probate of whose will was granted by the Supreme Court of Victoria, in its probate jurisdiction, on the twelfth day of May, 1939, to William Cecil Regan, of Hoddle's Creek, via Launching Place, in the said State, farmer, the executor named in and appointed by the said will), are hereby required to send in particulars, in writing, of such claims to the said executor, in the care of the undersigned, on or before the third day of August, 1939, after which date the said executor will proceed to distribute the assets of the said Cecilia Mary Regan, deceased, which shall have come to his hands or possession amongst the persons entitled thereto, having regard only to the claims of which he shall then have had notice. And notice is hereby further given that the said executor shall not be liable for the assets, or any part thereof, so distributed to any person of whose claim he shall not then have had notice.

Dated this twenty-fourth day of May, 1939.

W. H. JONES & KENNEDY, 305-7 Collins-street, Melbourne,
proctors for the executor. 480

NOTICE TO CREDITORS AND OTHERS.

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having any claims against the estate of Elizabeth Murphy (usually known as Lily Murphy), formerly of Matlock Mansions, Dandenong-road Caulfield, in the State of Victoria, but late of Haddon Hall, 134 Alma-road, St. Kilda, in the said State, spinster, deceased (who died on the seventh day of April, One thousand nine hundred and thirty-nine, and probate of whose will was granted by the Supreme Court of Victoria on the twenty-fifth day of May, One thousand nine hundred and thirty-nine, to Aimee Moore, of Haddon Hall, 134 Alma-road, St. Kilda aforesaid, spinster, and Joseph James Kenny, of 360 Collins-street, Melbourne, in the said State, solicitor, the executors named therein), are hereby required to send in particulars, in writing, of such claims to the said Joseph James Kenny, at his address aforesaid, on or before the first day of August, One thousand nine hundred and thirty-nine. And notice is hereby also given that after the last-mentioned date the said Aimee Moore and the said Joseph James Kenny will proceed to distribute the assets of the said Elizabeth Murphy, deceased, among the parties entitled thereto, having regard only to the claims of which they shall then have had notice; and the said Aimee Moore and the said Joseph James Kenny will not be answerable or liable for the assets or any part thereof so distributed to any person of whose claim they shall not then have had notice.

Dated this thirty-first day of May, 1939.

LYNCH & MACDONALD, 360 Collins-street, Melbourne,
proctors for the said executors. 482

JAMES WELSH BICKETT, DECEASED.

PURSUANT to the *Trustee Act 1928*, all creditors and others having claims against the property and estate of James Welsh Bickett, late of 51 Brougham-street, North Melbourne, in the State of Victoria, retired railway engine-driver, deceased (who died on the thirteenth day of March, 1939, and letters of administration, with the will annexed, of whose estate were on the twenty-sixth day of May, 1939, granted by the Supreme Court of the said State to James Harold Bickett, of 51 Brougham-street, North Melbourne aforesaid, public servant, son of the said deceased and the residuary beneficiary under the said will), are hereby required to send in particulars, in writing, of such claims to the said administrator, in the care of the undersigned, his proctors, on or before the second day of August, 1939, after which date the administrator will proceed to convey or distribute the said estate, or any part thereof, to or among the persons entitled thereto, having regard only to the claims of which he shall then have had notice.

Dated this thirty-first day of May, 1939.

NORRIS & NORRIS, of 422 Collins-street, Melbourne,
proctors for the administrator. 486

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Samuel Budd Bagley, late of 430 Little Collins-street, Melbourne, in the State of Victoria, stock and share broker, deceased (who died on the 22nd day of March, 1939, and probate of whose will was on the 29th day of May, 1939, granted to Harriet Adelaide Bagley, of 25 Little Flinders-street, Melbourne aforesaid, widow, and Kenneth Budd Bagley, of 430 Little Collins-street, Melbourne aforesaid, stock and share broker), are required to send particulars, in writing, of such claim to the said Harriet Adelaide Bagley and Kenneth Budd Bagley, care of the undersigned, on or before the 5th day of August, 1939, after which date the said

Harriet Adelaide Bagley and Kenneth Budd Bagley will distribute the assets of the said Samuel Budd Bagley, deceased, amongst the persons entitled thereto, having regard only to those claims of which they shall have then had notice; and the said Harriet Adelaide Bagley and Kenneth Budd Bagley will not be liable for any of the assets so distributed, or any part thereof, to any person of whose claims they shall not then have had notice.

Dated the 29th day of May, 1939.

SHAW & TURNER, 94-98 Queen-street, Melbourne, proctors
for the said executors. 487

In the Supreme Court of the State of Victoria.—*Fi. Fa.*

NOTICE is hereby given that, under and by virtue of a certain process issued out of the Supreme Court of the State of Victoria, and directed to the Sheriff, requiring him to levy certain moneys of the real and personal estate of A. E. Lydford, senior, of Point Nepean-road, Cheltenham, builder, the said Sheriff will, on Tuesday, the 4th day of July, 1939, at the hour of half-past Eleven o'clock in the forenoon, cause to be sold, at the Police Station, 102 Mentone-parade, Mentone (unless the said process shall have been previously satisfied or the said Sheriff be otherwise stayed):—

All the right, title, estate, and interest (if any) of the said A. E. Lydford, senior, in and to: (1) All that piece of land being part of Crown portion 51, at Mentone, Parish of Moorabbin, County of Bourke, more particularly described in certificate of title, volume 5383, folio 116490, and standing in the register-book in the name of Albert Edward Lydford, of Point Nepean-road, Mentone, builder. (2) All that piece of land being part of Crown portion 51, at Mentone, Parish of Moorabbin, County of Bourke, more particularly described in certificate of title, volume 5583, folio 116491, and standing in the register-book in the name of Albert Edward Lydford, of Point Nepean-road, Mentone, builder. (3) All that piece of land being part of Crown portion 51, at Mentone, Parish of Moorabbin, County of Bourke, more particularly described in certificate of title, volume 5583, folio 116492, and standing in the register-book in the name of Albert Edward Lydford, of Point Nepean-road, Mentone, builder. (4) All that piece of land being part of Crown portion 51, at Mentone, Parish of Moorabbin, County of Bourke, more particularly described in certificate of title, volume 5583, folio 116493, and standing in the register-book in the name of Albert Edward Lydford, of Point Nepean-road, Mentone, builder.

N.B.—Terms: Cash. No cheques taken.

Dated at Melbourne this 24th day of May, 1939.

431 FRANCIS H. TUCKER, Sheriff's Officer.

In the Supreme Court of the State of Victoria.—*Fi. Fa.*

NOTICE is hereby given that under and by virtue of certain process issued out of the Supreme Court of the State of Victoria, and directed to the Sheriff, requiring him to levy certain moneys of the real and personal estate of Edward Ashton Hackett, of Hampton Park, via Dandenong, farmer, the said Sheriff will, on Tuesday, the eleventh day of July, 1939, at the hour of Eleven o'clock in the forenoon, cause to be sold, at Police Station, Bairnsdale (unless the said process shall have been previously satisfied or the said Sheriff be otherwise stayed):—

All the right, title, estate, and interest (if any) of the said Edward Ashton Hackett in and to all that piece of land containing 72 acres 2 roods 21 perches, more or less, being allotment 56c in the Parish of Wuk Wuk, County of Dargo, and being the land more particularly described in Crown grant, volume 5673, folio 113424.

N.B.—Terms: Cash. No cheques taken.

Dated at Bairnsdale this 23rd day of May, 1939.

409 C. G. MARTIN, Sheriff's Officer.

MINING NOTICES.

LIGHT OF THE EAST GOLD MINING COMPANY NO LIABILITY.

EXTRAORDINARY MEETING OF SHAREHOLDERS.

NOTICE is hereby given that an Extraordinary Meeting of shareholders of the Light of the East Gold Mining Company No Liability will be held in the Mechanics' Institute, Kingston, on Tuesday, 6th June, 1939, at Four p.m., for the purpose of winding up the affairs of the company.

401 W. MASSEY, Legal Manager.

GOLDEN GATE AMALGAMATED NO LIABILITY.

THE schedule and plan of distribution of the above company is open for inspection by the creditors of the company at the office of the liquidator, Frank Cooper, 422 Collins-street, Melbourne, and the claims mentioned therein will be paid at his office after the lapse of fourteen days from the publication of this notice.

Dated the 29th day of May, 1939.

HADEN SMITH & FITCHETT, 405 Collins-street, Mel-
bourne, solicitors for the liquidator. 402

THE CHURCH UNION GOLD MINING COMPANY
NO LIABILITY, DUNOLLY.

NOTICE is hereby given that a Call (the 5th) of One pound per share has been made on all the contributing shares in the company (making £7 paid up), due and payable on the 14th day of June, 1939, at the registered office of the company, No. 66 Bay-road, Sandringham.

By order of the Board,
A. J. STEELE, Legal Manager.

428

KIANDRA GOLD MINES NO LIABILITY.

NOTICE is hereby given that a Call (the 24th) of One penny per share on the uncalled capital of the company (making such shares paid to 5s. 7d. each) has been made, due and payable at the office of Donald B. Leigh, 145 Collins-street, Melbourne, on Wednesday, 14th June, 1939.

By order of the Board,
R. RUDD, Manager.

456

REDBANK DREDGING NO LIABILITY.

A CALL (the 9th) of Six pence per share has been made on the capital of the company (making the shares paid to 8s.), due and payable at the company's office, 379 Collins-street, Melbourne, on Wednesday, 14th June, 1939.

H. L. STEWART
(J. G. Stanfield and Stewart), Manager.

463

AUSTRALIAN GOLD DEVELOPMENT NO LIABILITY.

NOTICE is hereby given that a Call (No. 1) of Ten shillings per share (making shares paid-up to £5 10s.) has been made on shares in the above-named company, due and payable at the registered office, Temple Court, 422 Collins-street, Melbourne, on Wednesday, 14th June, 1939.

By order of the Board,
R. W. STRINGER, Manager.

467

EAST VICTORIA DEVELOPMENT NO LIABILITY.

NOTICE is hereby given that, by a Resolution of the directors of the above-named company, a Call of £2 per share has been made, payable at the company's registered office, 239 Collins-street, Melbourne, on the 14th day of June, 1939.

Dated the 23rd day of May, 1939.
R. V. TRIBOLET, Legal Manager.

473

THE NEW CARSHALTON GOLD MINING COMPANY
NO LIABILITY.

NOTICE is hereby given that a Call (the 38th) of One penny per share (making the amount now called up 11s. 1d. per share) has been made upon all the contributing shares in the company, due and payable at the registered office, 317 Collins-street, Melbourne, on Wednesday, 14th June, 1939.

By order of the Board,
A. LEO. KAINES, Manager.

481

NEW PYRENEES ALLUVIALS NO LIABILITY.

ALL shares on which the January Call (the 7th) of One penny per share, or previous calls, remains unpaid are forfeited, and will be sold by public auction at the Stock Exchange Hall, Little Collins-street, Melbourne, on Thursday, the 8th June, 1939, at a quarter to Twelve o'clock a.m., unless previously redeemed.

E. E. CONNOLLY, Manager.
54 Market-street, Melbourne.

436

BRIGHT VALLEY GOLD ESTATES NO LIABILITY.

NOTICE is hereby given that all shares in Bright Valley Gold Estates No Liability forfeited for non-payment of the 4th Call of Six pence per share, which was due and payable on 10th May, 1939, will be sold by public auction in the vestibule of the Stock Exchange of Melbourne, on Friday, the 9th day of June, 1939, at a quarter to Twelve a.m., if not redeemed by payment of the above call, on or before the day previous to the day of the sale.

By order of the Board,
R. V. WILSON, Manager.

Registered office: 360 Collins-street, Melbourne, C.1, 29th May, 1939.

440

DEFIANCE DEEP LEADS NO LIABILITY.

NOTICE is hereby given that all shares on which the January, (1937) Call (the 25th) of Three pence per share or previous calls remain unpaid are forfeited, and will be sold by public auction at the Stock Exchange, Little Collins-street, Melbourne, on Thursday, the 8th day of June, 1939, at ten minutes to Twelve a.m., unless previously redeemed.

Dated this 29th day of May, 1939.
B. SHELLARD, Manager.

443

DAYLESFORD (ITALIAN HILL) DEEP LEADS
NO LIABILITY.

NOTICE is hereby given that all shares on which the February (1938) Call (the 33rd) of Three pence per share, or previous calls remain unpaid, are forfeited, and will be sold by public auction at the Stock Exchange, Little Collins-street, Melbourne, on Thursday, the 8th day of June, 1939, at a quarter to Twelve a.m., unless previously redeemed.

Dated this 29th day of May, 1939.
B. SHELLARD, Manager.

444

NORMANBY TIN NO LIABILITY.

NOTICE is hereby given that all shares forfeited for No. 3 (October) Call of Three pence per share, or any previous call, will be sold by public auction at the Stock Exchange Hall, 428 Chancery-lane, Melbourne, on Thursday, 8th June, 1939, at a quarter to Twelve a.m., unless shares are previously redeemed.

By order of the Board,
A. J. PHILLIPS, Manager.

Temple Court, 422 Collins-street, Melbourne.

464

CONSOLIDATED GOLD INTERESTS NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of No. 3 Call (May, 1938) of Five shillings per share, or any previous call, will be sold by public auction at the Stock Exchange Hall, 428 Chancery-lane, Melbourne, on Wednesday, 7th June, 1939, at a quarter to Twelve a.m., unless shares are previously redeemed.

By order of the Board,
A. J. PHILLIPS, Manager.

Temple Court, 422 Collins-street, Melbourne.

465

HUME GOLD DEVELOPMENT NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of No. 1 (May) Call of Ten shillings per share will be definitely sold by public auction at the Stock Exchange Hall, 428 Chancery-lane, Melbourne, on Friday, 9th June, 1939, unless shares are previously redeemed.

By order of the Board,
R. W. STRINGER, Manager.

Temple Court, 422 Collins-street, Melbourne.

466

TONGKAH COMPOUND No. 4 NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 11th (April, 1938) Call of Two shillings per share, and the 12th (May, 1939) Call of One shilling per share, will be sold by public auction at the Stock Exchange Hall, Little Collins-street, Melbourne, on Friday, 9th June, 1939, at a quarter to Twelve a.m., unless the said calls be previously paid.

By order of the Board,
C. CAMERON, Manager.

472

MAXWELL NORTH (DAYLESFORD) NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 1st Call of Three pence per share (due 10th May, 1939) will be sold by public auction at the vestibule of the Stock Exchange of Melbourne on Friday, the 9th day of June, 1939, at a quarter to Twelve o'clock in the forenoon, unless previously redeemed.

By order of the Board,
M. I. TOMLINS, Legal Manager.

474

BORNEO OPTIONS N. L.

NOTICE is hereby given that all shares forfeited for non-payment of No. 4 (January) Call of Five shillings per share or any previous call will be sold by public auction at the Stock Exchange Hall, Melbourne, on Wednesday, 14th June, 1939, at a quarter to Twelve a.m., unless previously redeemed.

By order of the Board,
S. BELLERBY, Manager.

483

EAST CLARENCE GOLD MINING COMPANY
NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 40,000) on which the 31st Call (which became due for payment on 13th January, 1937) of Three pence per share remains unpaid will be sold by public auction at the Stock Exchange, Bendigo, on Thursday, 8th June, 1939, at Four o'clock p.m.

J. J. STANISTREET
(McColl, Rankin, and Stanistreet), Manager.

418

EAST MOON GOLD MINING COMPANY NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 40,000) on which the 15th Call (which became due for payment on the 14th August, 1935) remains unpaid will be sold by public auction at the Stock Exchange, Bendigo, on Thursday, 8th June, 1939, at Four o'clock p.m.

J. J. STANISTREET
(McColl, Rankin, and Stanistreet), Manager.

419

CENTRAL GARDEN GULLY GOLD MINING COMPANY
NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 26,000) on which the 12th Call (which became due for payment on 14th August, 1935) of Three pence per share remains unpaid will be sold by public auction at the Stock Exchange, Bendigo, on Thursday, 8th June, 1939, at Four o'clock p.m.

J. J. STANISTREET
420 (McColl, Rankin, and Stanistreet), Manager.

NORTH VIRGINIA GOLD MINING COMPANY
NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 50,000) on which the 43rd Call of Three pence per share (which became due for payment on the 13th April, 1938) remains unpaid will be sold by public auction at the Stock Exchange, Bendigo, on Thursday, 8th June, 1939, at Four o'clock p.m.

J. J. STANISTREET
421 (McColl, Rankin, and Stanistreet), Manager.

SOUTH FREDERICK THE GREAT COMPANY
NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 47,500) on which the 12th Call of Three pence per share (which became due for payment on the 8th September, 1937) remains unpaid will be sold by public auction at the Stock Exchange, Bendigo, on Thursday, 8th June, 1939, at Four o'clock p.m.

J. J. STANISTREET
422 (McColl, Rankin, and Stanistreet), Manager.

PACIFIC GOLD NO LIABILITY.

THE undersigned manager, hereby give notice that an increase in the capital of the above-named company was on 29th day of May, 1939, resolved on.

The mode adopted for the increase is by raising the amount of each of the 2,000 shares existing in the company from Ten pounds to Fifteen pounds.

Dated this 30th day of May, 1939.

488 G. K. MOORE, Manager.

IMPOUNDINGS.

ARARAT.—Impounded at Ararat.

1 Jersey cow, top off ear, two notches other ear
1 yellow heifer, white under belly

If not claimed and expenses paid, to be sold on 31st May, 1939.

405—4/8 R. STEPHENS, Poundkeeper.

BRANXHOLME.—Impounded at Branholme, by Mr. J. McGregor.

1 sheep, back quarter near ear, like V off ear

If not claimed and expenses paid, to be sold on 15th June, 1939.

417—4/8 A. MCFARLANE, Poundkeeper.

COBURG.—Impounded at Coburg.

1 bay gelding, small star and snip, near hind fetlock white, no visible brand; with rug on, branded FM.66.D. in red paint
1 black gelding, white face, hind fetlocks white, no visible brand

If not claimed and expenses paid, to be sold on 14th June, 1939.

491—6/8 D. JENKINS, Poundkeeper.

DARTMOOR.—Impounded at Dartmoor, by S. H. Malseed.

1 woolly sheep, swallow and front notch near ear, swallow top off ear, no visible brand

If not claimed and expenses paid, to be sold on 12th June, 1939.

402—4/8 A. H. WAPLING, Poundkeeper.

DAYLESFORD.—Impounded at Daylesford, 16th May, 1939, by G. Dawson, Impounding Officer.

1 red cow, cocked horns, white on chest, no visible brand
If not claimed and expenses paid, to be sold on 15th June, 1939.

433—4/8 H. MCINNES, Poundkeeper.

GRANTVILLE.—Impounded at Grantville.

5 light-brown Jersey heifer calves, about 8 to 10 months, no visible brand
2 dark-brown Jersey heifer calves, about 8 to 10 months, no visible brand
1 brown Jersey heifer calf, about 8 to 10 months, no visible brand
1 bay gelding, about 6 or 7 years, off front foot white, hind feet white, sore on back, blaze down face, no visible brand
1 bay gelding, 5 years, white star on forehead, four dark points, no visible brand

If not claimed and expenses paid, to be sold on 14th June, 1939.

423—10/ D. N. PARKS, Poundkeeper.

LAKE BENETOOK.—Impounded in Lake Benetook Pound (Mildura).

1 bay draught gelding, star, no visible brand
1 creamy stallion, streak on snip, hind and near fore feet white, off fore foot black, black mane and tail, like 8 near shoulder

1 chestnut draught gelding, blazed face, white feet, no visible brand
1 bay draught gelding, near hind foot white, cut tail, no visible brand

If not claimed and expenses paid, to be sold on 15th June, 1939.

402—9/4 S. C. JESSOP, Poundkeeper.

MORTLAKE.—Impounded at Mortlake, 29th May, 1939, from Ballangeich North.

1 black gelding, 2 years, no visible brand

If not claimed and expenses paid, to be sold on 14th June, 1939.

480—4/8 GEO. ROBERTSON, Poundkeeper.

MULGRAVE.—Impounded at Mulgrave.

1 chestnut mare, like star and snip, off hind foot white, no visible brand

If not claimed and expenses paid, to be sold on 15th June, 1939.

427—4/8 R. LAMBERTON, Poundkeeper.

PORTLAND.—Impounded at Portland.

1 Jersey heifer, no visible brand

If not claimed and expenses paid, to be sold on 15th June, 1939.

405—4/ C. A. WALKER, Poundkeeper.

SEBASTOPOL.—Impounded at Sebastopol.

1 yellow and white heifer, no visible brand
1 black heifer, white spots on face, no visible brand

If not claimed and expenses paid, to be sold on 10th June, 1939.

493—4/8 JAS. FISHER, Poundkeeper.

TRARALGON.—Impounded at Traralgon, by Road Ranger, from Shire roads, on 29th May, 1939.

1 brown Jersey cow, notch out back near ear, slice off front and under off ear, like D off rump

If not claimed and expenses paid, to be sold on 19th June, 1939.

494—5/4 ADAM WILSON, Poundkeeper.

ULTIMA.—Impounded at Ultima.

1 bay mare, light sort, bald face, off hind foot white, unbroken, no visible brand

If not claimed and expenses paid, to be sold on 13th June, 1939.

400—4/8 D. BURN, Poundkeeper.

STATE ACTS, 1937.

COPIES of the following Acts of the Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Description	Price.	
		s.	d.
4466.	Supply	0	6
4467.	Melbourne and Metropolitan Board of Works (Contributions)	0	6
4468.	Parliamentary Debates Publication	0	6
4469.	Supply	0	6
4470.	Melbourne (Bowen-street) Land	0	6
4471.	Supply	0	6
4472.	Justices (Enforcement of Orders)	0	6
4473.	Supply	0	6
4474.	Financial Emergency (Mortgages) Continuation	0	6
4475.	Sewerage Districts (Temporary Reduction of Interest)	0	6
4476.	Local Government (Temporary Reduction of Interest)	0	6
4477.	Country Roads (Murray Diversion)	0	6
4478.	Caulfield Land	0	9
4479.	Superannuation (Retirement)	0	6
4480.	State Electricity Commission (Electrical Approvals Board)	0	6
4481.	Local Government (Celebrations)	0	6
4482.	Federal Aid Roads and Works	0	6
4483.	Administration and Probate (Testator's Family Maintenance)	0	6
4484.	Newmarket Sheep Sales (Amendment)	0	6
4485.	Statute Law Revision	0	9
4486.	Administration and Probate (Caveats)	0	6
4487.	Superannuation (Investment of Fund)	0	6
4488.	Stock Medicines	0	9
4489.	Income Tax (Rates)	0	9
4490.	Land Tax	0	6
4491.	Administration and Probate Duties	0	6
4492.	Financial Emergency (Company Mortgages)	0	6
4493.	Unemployment Relief Tax (Rates)	0	6
4494.	Audit	0	6
4495.	Victorian Loan	0	6
4496.	Financial Emergency (Grants and Funds)	0	6
4497.	Maintenance, (Widowed Mothers)	0	6
4498.	Country Roads (Borrowing)	0	6
4499.	Public Account Advances	0	6
4500.	Country Roads Board Fund	0	6
4501.	Goods	0	6
4502.	Air Navigation	0	6
4503.	Water Supply Loan Application	0	6
4504.	Medical	0	6
4505.	State Electricity Commission (Extension of Undertaking)	0	6
4506.	Mines	0	6
4507.	Unemployment Relief Loan and Application	0	6
4508.	Port Melbourne (Aircraft Agreement) Land	1	3
4509.	Stamps	0	9
4510.	Stock and Share Brokers	0	9
4511.	Public Service (Transfer of Officers)	0	6
4512.	State Electricity Commission (Financial)	1	0
4513.	Water	0	9
4514.	Public Accounts Advances (Amendment)	0	6
4515.	St. Vincent's Hospital Land	0	6
4516.	Stamps (Increased Duty) Continuation	0	6
4517.	Superannuation	0	9
4518.	Triholm and Strezlecki Railway (Dismantling)	0	6
4519.	Fire Brigades	0	6
4520.	Railways	0	6
4521.	Closer Settlement	0	6
4522.	Darling to Glen Waverley Railway Construction	0	9
4523.	Dairy Produce	0	6
4524.	Workers Compensation	1	0
4525.	State Forests Loan Application	0	6
4526.	Railway Loan Application	0	6
4527.	Public Works Loan Application	0	6
4528.	Landlord and Tenant (Rent Reduction) Continuation	0	6
4529.	Landlord and Tenant (Rent Reduction) Amendment	0	6
4530.	Health (Housing)	0	6
4531.	Housing	0	6
4532.	Appropriation	3	6
4533.	Constitution (Reform)	0	6

T. RIDER,
Acting Government Printer.

STATE ACTS, 1938.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller at the price set opposite to each:—

No.	Description	Price.	
		s.	d.
4534.	Supply	0	6
4535.	State Accident Insurance Fund	0	6
4536.	Royal Melbourne Hospital	0	6
4537.	Landlord and Tenant (Rent Reduction) Amendment	0	6
4538.	Williamstown Temperance Hall	0	6
4539.	Brighton Land	0	6
4540.	Morwell Land	0	6
4541.	Warrnambool Land	0	6
4542.	Supply	0	6
4543.	Financial Emergency (Mortgages) Continuation	0	6
4544.	Supply	0	6
4545.	Public Works Committee	0	6
4546.	Doncaster Road Tramway Construction	0	6
4547.	Revocation of Crown Reservations	0	6
4548.	Snowy River Works	0	6
4549.	Superannuation (Retirement)	0	6
4550.	Maintenance	0	6
4551.	Workers' Compensation	0	6
4552.	Echuca (High-street) Flood Protection District Abolition	0	6
4553.	Registration of Births Deaths and Marriages	0	6
4554.	Closer Settlement (Temporary Provisions)	0	6
4555.	Melbourne Municipal Lands Exchange	0	6
4556.	Local Government (Temporary Reduction of Interest)	0	6
4557.	Sewerage Districts (Temporary Reduction of Interest)	0	6
4558.	Outer Circle Railway (Partial Dismantling)	0	6
4559.	Explosives	0	6
4560.	Gold Buyers	1	3
4561.	Marriage (Celebration)	0	6
4562.	Warehousesmen's Liens	0	9
4563.	Legislative Council Elections	0	6
4564.	Unemployment Relief Loan and Application	0	6
4565.	Local Government (Rates)	0	6
4566.	Marriage	0	6
4567.	Miners' Phthisis (Treasury Allowances)	0	6
4568.	Slum Reclamation and Housing	1	6
4569.	Land Tax	0	6
4570.	Country Roads Board Fund	0	6
4571.	Financial Emergency (Grants and Funds)	0	6
4572.	Justices	0	6
4573.	Police Offences (Obscene Publications)	0	6
4574.	Melbourne and Geelong Corporations	0	9
4575.	Unemployment Relief Tax (Rates)	0	6
4576.	Supply	0	6
4577.	Apprenticeship	0	6
4578.	Factories and Shops	0	6
4579.	Old Colonists' Association	0	6
4580.	Sewerage Districts	0	6
4581.	Income Tax (Rates)	0	6
4582.	Local Government (Septic Tanks)	0	6
4583.	Slum Reclamation and Housing (Financial)	0	9
4584.	Electoral (Secrecy of the Ballot)	0	6
4585.	Country Roads (Traffic Regulations)	0	6
4586.	Administration and Probate Duties	0	6
4587.	Freezing Works (Overdraft Guarantee)	0	6
4588.	Farmers Advances (Financial)	0	6
4589.	Hepburn Springs Land	0	6
4590.	Church of England (Port Fairy) Land	0	6
4591.	Black Rock to Beaumaris Electric Street Railway (Dismantling)	0	6
4592.	Police Regulation	0	9
4593.	Workers' Compensation (Amendment)	0	6
4594.	Dried Fruits	1	0
4595.	Wheat Products Prices	0	6
4596.	Stamps	0	9
4597.	Closer Settlement	1	9
4598.	Melbourne and Metropolitan Tramways	0	6
4599.	Public Works Loan Application	0	6
4600.	Ballaarat Free Library (Borrowing)	0	6
4601.	Agricultural Education	0	6
4602.	Companies	8	0
4603.	Stamps (Increased Duty Continuance)	0	6
4604.	Milk Supply Committee	0	6
4605.	Railway Loan Application	0	6
4606.	Moorpanyal Land	0	6
4607.	State Forests Loan Application	0	6
4608.	Industrial Life Assurance	0	6

STATE ACTS, 1938—continued.

No.	Price.
	s. d.
4609. Tourists Resorts Development	0 6
4610. Cattle Breeding	0 6
4611. Melbourne and Metropolitan Board of Works (Rate)	0 6
4612. Water Supply Loans Application	0 9
4613. Licensing Fund	0 6
4614. Greta Lands Exchange	0 4
4615. Game (Koala Protection)	0 3
4616. Hairdressers' Registration	0 6
4617. Medical	0 6
4618. Farmers Debts Adjustment (Apportionment)	0 6
4619. Superannuation	1 0
4620. Friendly Societies	0 6
4621. Investment Companies	0 9
4622. Melbourne (Hopetoun Ward) Streets	0 6
4623. Western Metropolitan Market	0 9
4624. Carriages	0 6
4625. Money Lenders	1 3
4626. Fair Rents	0 6
4627. Warrnambool (Albert Park) Land	0 6
4628. Carlton Land	0 6
4629. Local Government	1 0
4630. Appropriation	3 6

T. RIDER,
Acting Government Printer.

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THE "VICTORIA GOVERNMENT GAZETTE."

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A lesser period than three months cannot be subscribed for.

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On an average, eleven words make a line.

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[1800]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 123]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE PLATE GLASS 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 24th November, 1938, by the Plate Glass Board, and published in the *Government Gazette* on the 19th December, 1938, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any persons employed in the trade of:—

(a) designing, bevelling, cutting, embossing, glazing, painting, silvering, or otherwise working all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(b) fixing in position all kinds of plate, sheet, or stained glass or glass lenses or prisms;

(c) packing all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

including any labouring work in connexion with any of such operations.

(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.

Apprentices.*				Improvers.			
WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
			Males. s. d.			Males s. d.	Females.† s. d.
1st year	..	..	16 2	Under 16 years of age	..	14 7	.. 13 6
2nd "	..	..	24 5	16 and under 17 years of age	..	16 2	.. 16 2
3rd "	..	..	32 9	17 "	18 "	24 5	.. 24 5
4th "	..	..	48 11	18 "	19 "	32 9	.. 28 0
5th "	..	..	64 6	19 "	20 "	48 11	.. 36 4
and thereafter the minimum wage.				20 "	21 "	64 6	.. 44 0

† Female improvers may only be employed in the safety glass section.

PROPORTION OF APPRENTICES (BY ANY EMPLOYER).

Males.

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

PROPORTION OF IMPROVERS (BY ANY EMPLOYER).

Males.

Safety Glass Section—

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

Other Glass Section—

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

Provided further that in the classifications where no apprenticeship is provided one male improver to every four or fraction of four male workers receiving not less than the minimum wage.

Females.

Safety Glass Section—

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

* Persons may only be apprentices to the following:—Bevelling, silvering, embossing, lead and copper glazing, and painting and designing.

(3) OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
SAFETY GLASS SECTION.		
<i>Males.</i>		
Cutters	£ 5 2 0	£ 4 19 0
Bevellers	5 2 0	4 19 0
Packers	4 9 0	4 6 0
Autoclave attendants	4 10 0	4 7 0
Leading hand in laminating room	4 8 0	4 5 0
Edge sealers	4 5 0	4 2 0
Furnace attendants	4 6 0	4 3 0
Operator of edge grinding machine	4 8 0	4 5 0
Person rounding corners of glass	4 10 0	4 7 0
<i>Females.</i>		
Females engaged on scratch polishing machines	2 10 6	2 9 0
Females engaged in inspecting and testing	2 7 0	2 5 6
OTHER GLASS SECTION.		
Painter and designer on glass	£ 5 14 0	£ 5 11 0
Brilliant cutter	} 5 2 0	} 4 19 0
Other cutters		
Glazier		
Plate glass beveller		
Silverer		
Pencil hand embosser		
Persons assisting in glazing		
Persons packing or unpacking glass		
Persons assisting plate glass cutter		
Rubber-out embosser		
Cementer	5 7 0	5 4 0
Persons turning out lead from mill for lead-light glazier	4 9 0	4 6 0
All others	4 6 0	4 3 0
	4 5 0	4 2 0
	4 0 0	3 17 0

(4) **RIGHT OF ENTRY OF UNION OFFICIALS.**—A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the places where they are taking their meal.
- (c) That not more than one representative in all be at any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry but the representative shall have the right to bring such refusal before this Wages Board.

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

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

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

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

(7) **TIME BOOK OR RECORD.**—(a) Employers shall provide at each shop, factory or place where work is being carried on a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place. Provided that no inspection shall be demanded unless the accredited official of such Society suspects that a breach of this Determination has been or is being committed and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

(8) **OVERTIME.**—Except in the case of shift work—

(i) All time worked—

- (a) before or after the usual times of beginning and ending work;
- (b) in excess of nine hours per day;
- (c) in excess of 44 hours in any week;

shall be paid for at the rate of time and one-half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

(ii) All work done outside the times of beginning and ending work on any holiday specified in clause (19) shall be paid for at the rate of double ordinary time.

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

(9) **SHIFT WORK.**—Shift work may be worked in the Safety Glass Section, and where such shift work is worked the following conditions shall apply :—

- (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid at the rate of time and a half.
- (b) Except as hereinafter provided, for any afternoon or night shift which has been in operation for five successive shifts or more and less than one month 10 per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month $7\frac{1}{2}$ per cent. more than ordinary rates shall be paid.
- (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
- (d) Employees who during a period of engagements work only on night shifts shall be paid at the rate of time and a quarter.
- (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid 10 per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid 10 per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on shift shall not exceed—
 - (i) eight in any one day or,
 - (ii) 48 in any one week, or
 - (iii) an average of 44 per week during any period of three weeks of such employment upon such shifts.

(10) **TERMINATING EMPLOYMENT.**—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(16) **HOLIDAYS.**—All weekly wage employees shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

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

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day but not otherwise.

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

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

(17) **MIXED FUNCTIONS.**—Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under the Determination; but if he or she is engaged for less than half of any such week, he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

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

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

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

(19) SPECIAL RATES.—Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Labour Day (21st April), Easter Monday, Anzac Day, King's Birthday, Boxing Day, or Christmas Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 16th May, 1939.



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VICTORIA GOVERNMENT GAZETTE.

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No. 124]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE BRICKLAYERS BOARD.

NOTE.—(1) This Determination applies to the whole of the State of Victoria.

(2) On the 7th July, 1926, the power to determine the lowest prices or rates which may be paid to any persons employed laying or fixing faience or majolica on floors, walls, or ceilings, was taken from the Tilayers Board and conferred exclusively on the Bricklayers Board.

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 (other than labourers) wheresoever employed in the process, trade, or business of a bricklayer," has made the following Determination, namely:—

(1) That on the 25th May, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) * WAGES.

Apprentices.		Improvers.		Other Employees.	
Per week of 44 hours.		Per week of 44 hours.		Per hour.	Per week of 44 hours.
s. d.		s. d.		s. d.	s. d.
1st year	22 3	1st six months ..	18 3	Foreman bricklayer in charge of three or more employees ..	3 0 $\frac{3}{4}$.. 132 3
2nd year	34 0	2nd six months ..	26 9	Bricklayers employed on sewerage work, drainage work, or underground work not connected with building construction ..	3 0 $\frac{3}{4}$.. 132 3
3rd year	54 3	2nd year	38 6	Bricklayers employed on new retorts or on old firework (including old boilers, bakers ovens and retorts) when the temperature arising therefrom exceeds 140° Fahrenheit ..	3 8 $\frac{1}{11}$.. 164 4
4th year	60 9	3rd year	62 9	Bricklayers employed on new retorts or on old firework (including old boilers, bakers ovens and retorts) and all work pertaining thereto, except when the temperature exceeds 140° Fahrenheit ..	3 4 $\frac{2}{3}$.. 148 9
5th year	75 9	4th year	81 0	Bricklayers employed on repair work to furnaces in chemical works	3 8 $\frac{1}{11}$.. 164 4
		5th year	96 9	Bricklayers laying glass bricks ..	2 9 $\frac{1}{11}$.. 124 0
				Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building) ..	2 11 $\frac{1}{2}$.. 129 6
				Bricklayers employed on all other new firework and all work pertaining thereto	3 0 $\frac{3}{4}$.. 132 3
				All other bricklayers	2 10 .. 124 8
				Persons employed laying or fixing faience or majolica on floors, walls, or ceilings	2 9 $\frac{1}{11}$.. 124 0
				Bricklayers employed building chimney stacks shall be paid—	
				Over 50 feet to 100 feet, 1s. 0 $\frac{1}{2}$ d. per day extra	
				And for every additional 50 feet or fraction thereof, 1s. 0 $\frac{1}{2}$ d. per day extra	

* NOTE.—Section 151 Act 3877 reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

(3) ALLOWANCES.—An amount of 2s. 6d. per week shall be made in lieu of fares on all work performed within 12 miles of the Post Office at the corner of Bourke and Elizabeth Streets, Melbourne, or the principal Post Offices of the cities of Ballarat, Bendigo or Geelong. When work is performed outside that area an employee shall be paid all fares necessarily incurred in travelling to and from the job to and from his residence.

When an employee is engaged to go or is sent to work at a distance so that he is unable to return to his home the same night he shall be paid, in addition to any other rate to which he is entitled.

(a) Six shillings per day for the first seven days and thereafter at the rate of 30s. per week extra.

(b) The fares necessarily expended, in addition to travelling time at ordinary rates during the ordinary working hours.

(4) PAYMENT OF WAGES.—(a) All wages due shall be paid not later than Thursday in each week.

(b) An employer shall not keep more than one day's pay in hand.

(c) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, or paid by post or otherwise within 24 hours thereafter. If wages are not paid within the time prescribed in this paragraph, the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

(d) All other wages shall be paid during ordinary working hours.

(5) TIME OF BEGINNING AND ENDING WORK.—The time of beginning and ending work for persons (other than those employed on sewerage work, drainage work, or underground work not connected with building construction) shall be—

Time of Beginning.	Time of Ending.
7.45 a.m.	5.15 p.m. on each of five days in the week.
and 7.45 a.m.	12 noon on the other working day of the week on which the half-holiday is usually observed.

(6) OVERTIME.—(a) Persons employed on sewerage work, drainage work, or underground work not connected with building construction shall be paid—

For work done in excess of 44 hours in any week Time and a quarter.

(b) Persons employed on any other work shall be paid—

For work done within the hours fixed as the time of beginning and ending work in excess of 44 hours in any week Time and a half.

For work done on the weekly half-holiday—

Between 12 noon and 5 p.m. Double time.

Between 5 p.m. and midnight Double time.

For work done on the other working days of the week—

Between 5.15 p.m. and 8 p.m. Time and a half.

Between 8 p.m. and midnight Double time.

Between midnight and 7.45 a.m. Double time.

(7) TERMINATION OF EMPLOYMENT.—Except in a case where an employee has been guilty of a misdemeanour one hour's notice of termination of employment shall be given by either employer or employee. If such notice be not given, one hour's pay shall be paid or forfeited, as the case may be, in lieu thereof.

(8) DEFINITION OF FOREMAN.—Where four or more bricklayers are employed on any job, one shall be a foreman and entitled to the rate prescribed for such a foreman.

(9) TOOLS.—Each employer shall provide at the works a safe and suitable place for the tools of his employees.

(10) SHELTER.—Where reasonably practicable each employer shall provide suitable dressing accommodation on all jobs where more than six men are employed and the work lasts or is estimated to last more than three weeks.

(11) WORKING IN EXCESSIVE HEAT.—When a bricklayer in the last two hours of his day's work is working in artificial heat exceeding 140° Fah. he shall be allowed 10 minutes of working time in which to cool off.

(12) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—All work done on—Sundays, Good Friday, Easter Monday, 26th January (Australia Day), 21st April (Labour Day), Anzac Day, Christmas Day, Boxing Day, and New Year's Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for the day so substituted.

D. GRANT, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 10th May, 1939.



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No. 125]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE WIRE FENCE AND TUBULAR GATE BOARD.

NOTE.—This Determination, on the 15th April, 1938, applied to the following parts of Victoria, namely:—The Metropolitan District (excepting the Central and Southern Ridings of the Shire of Braybrook) as defined in the *Factories and Shops Act 1928* (No. 3877); the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrambool; such portion of the City of Sandringham as is not included in the said Metropolitan district; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 22nd November, 1928, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of making or erecting woven wire fence (other than wire netting) and tubular gates, has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence in June, 1939, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.		Improvers.		Other Employees.	
WAGES.		WAGES.		WAGES.	
Per Week of 44 Hours.		Per Week of 44 Hours.		Per Week of 44 Hours.	
s. d.		s. d.		s. d.	
1st year's experience ..	15 8	Under 16 years of age ..	19 9	Paint Spray Operators or Welders	95 0
2nd " " ..	21 3	16 years of age ..	25 4	Machinists, being those engaged in	
3rd " " ..	28 4	17 " " ..	31 11	working on ring lock, or any other	
4th " " ..	37 0	18 " " ..	40 6	class of fence-making machines,	
5th " " ..	43 0	19 " " ..	46 7	chain netting machines, or picket	
6th " " ..	54 2	20 " " ..	58 9	fabric machines ..	92 6
And thereafter the minimum wage.				Persons employed in attaching	
				chain netting, fabric, or wire	
				cables to gates or frames ..	92 6
				Scroll makers or tubular frame	
				makers ..	92 6
				Persons employed in erecting	
				woven wire fence or tubular gates	92 6
				Stump bands ..	86 0
				All other adult employees ..	81 0
				Provided that any person without previous	
				experience doing work for which the rate is	
				fixed at 92s. 6d. per week, shall be paid 86s.	
				per week of 44 hours for the first six weeks	
				of such employment.	

(3) TIME OF BEGINNING AND ENDING WORK:—

Time of Beginning.	Time of Ending.
7.30 a.m. ..	5.30 p.m. on each of five days of the week.
7.30 a.m. ..	1 p.m. on the other working day of the week on which the half-holiday is usually observed.

(4) OVERTIME:—

For work done within the times of beginning and ending work in excess of 44 hours in any week ..	} Time and a third.
For work done between 1 p.m. and midnight on the day on which the half-holiday is usually observed ..	
For work done between 5.30 p.m. and midnight on the other working days ..	
For work done between midnight and 7.30 a.m. ..		Double time.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) **PAYMENT FOR PUBLIC HOLIDAYS.**—Ordinary rates shall be paid for the following holidays if not worked :—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Anzac Day, Christmas Day, Boxing Day, or such other days as are observed in lieu of the above days.

(7) **ALLOWANCES.**—

- (a) All employees engaged on outside work shall be conveyed to and from work free, or shall be allowed expenses to and from the work.
- (b) When an employee is sent to work at a distance of more than thirty miles from the employer's usual place of business, the employer shall pay for or provide suitable board and lodging.

(8) **PAYMENT OF WAGES.**—

- (a) All payments of wages shall be made on a day not later than Friday of each week.
- (b) Any employee who is kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid overtime at the rate of time and a third after that quarter of an hour, with a minimum of a quarter of an hour. Provided that this sub-clause shall not apply to any employee who is engaged on outside work at the time of ceasing work on pay day.

(9) **MEAL MONEY.**—Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of one shilling and sixpence.

(10) **TOOLS.**—All tools used by employees on inside work, and wire cutting tools for those employed on outside work, shall be provided by the employer free of charge.

(11) **TERMINATION OF EMPLOYMENT.**—Employment shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice) by payment of one week's wages.

(12) **PIECEWORK.**—The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1928* (No. 3677) that any employer may fix and pay piecework prices to any person or persons or classes of persons employed in erecting woven wire fence or tubular gates, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

W. W. HARRIS, Chairman.

R. DUFFY, Secretary.

Melbourne, 11th May, 1939.



VICTORIA
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No. 126]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE PRINTERS BOARD.

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

NOTE.—(a) This Determination applies to the Metropolitan District as defined in the *Factories and Shops Acts* and the Order in Council thereunder, and such portion of the City of Sandringham as is not included in the said District.

(b) The following Printing Trades were proclaimed on 27th February, 1929, as apprenticeship trades under the *Apprenticeship Act 1928* for the Metropolitan District:—

1. Hand composition.
2. Hand and machine composition, and attending and adjusting slug-casting and type-casting machines.
3. Bookbinding or guillotine machine operating.
4. Paper ruling.
5. Edge gilding.
6. Letter-press printing.
7. Lithographic printing.
8. Stereotyping or electrotyping.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne. (Price 3d.)

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 7th October, 1937, by the Printers Board, and published in the *Government Gazette* on the 11th November, 1937, hereby issue an adjusted determination showing the adjusted rates and piecework prices to be paid as from the beginning of the first pay period to commence in June, 1939, to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) Printing;
- (b) Bookbinding (including making loose sheet covers of any kind);
- (c) Paper ruling;
- (d) Stereotyping or electrotyping;
- (e) Preparing lithographic work by drawing or lettering on a lithographic plate or on any other material;
- (f) Preparing printed matter for sale or distribution;
- (g) Carbonizing, gumming, varnishing, or waxing paper, cardboard, or similar materials;

but not including any process subject to the jurisdiction of the Stationery Board."

(1) ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	£ s. d. 5 16 0
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	5 7 0
	(b) For a second period of six months' probation	5 10 0
	(c) Thereafter the rate for a machine compositor	5 16 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than thirteen ems measure in six-point type shall be paid	5 16 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	5 7 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	4 14 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES— <i>continued.</i>		
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	£ s. d. 5 7 0
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	4 14 0
8	Proof reader and/or reviser	5 10 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand)	5 7 0
10	Electrotypist	5 7 0
11	Stereotypist	5 7 0
12	Letterpress machinist	5 7 0
13	Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	5 7 0
14	Railway ticket printer—single machine	4 18 0
15	Railway ticket printer—multiple machine	5 0 0
16	Machinist working a flat-bed machine printing from a reel	5 7 0
17	Rotary machinist	5 7 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	4 16 0
19	Persons engaged in lithographic drawing and/or designing	5 11 0
20	Lithographic machinist (including lithographic tin printer, lithographic transferor and/or pressman)	5 7 0
21	Stone and/or plate preparer	4 8 0
22	Bookbinder	5 7 0
23	Marbler	5 7 0
24	Hand indexer	5 7 0
25	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	5 7 0
26	Finisher	5 7 0
27	Pocket-book maker	5 7 0
28	Ticket-maker, turned-in work	5 7 0
29	Blotting pad maker	5 7 0
30	Portfolio maker	5 7 0
31	Person engaged in sawing and/or rolling books	5 7 0
32	Loose sheet cover maker	5 7 0
33	Edge gilder	5 7 0
34	Leather cutter	5 7 0
35	Where an employee employed in any class for which a margin is prescribed by Items 21 to 32 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 35 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 34)	4 12 0
36	Map and plan mounter and/or varnisher	5 7 0
37	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	5 7 0
38	Guillotine machine operator	5 7 0
39	Waxer	4 13 0
40	Varnisher	4 4 0
41	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	4 6 0
42	Printing ink mixer and/or maker	4 4 0
43	Bronzing machine operator	4 9 0
44	Roller maker	4 4 0
45	Feeder on any kind of machine when printing more than one colour	4 4 0
46	Storeman	4 6 0
47	Packer and/or despatcher	4 6 0
48	Any other adult male	4 0 0
49	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
TABLE "B"—ADULT FEMALES.		
(Including non-adult females of at least five years' experience.)		
1	Operator of a writer-press, multigraph machine, rotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	5 7 0
2	Female head packer when employed as such	2 13 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements above mentioned	2 13 0 2 12 0
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover. (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	2 11 0 2 12 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	2 12 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B"—ADULT FEMALES— <i>continued.</i>		£ s. d.
(Including Non-Adult Females of at least Five Years' Experience.)		
6	Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	2 11 0
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a marginal difference in Table "A"	2 11 0
8	Female copy holder	2 11 0
9	Female feeder employed on letterpress printing machine, lithographic printing machine, varnishing machine, waxing machine, folding machine, or ruling machine	2 10 0
10	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	2 15 0 3 1 0 3 7 0
11	Female employees not otherwise specified	2 3 0

NOTE.—See clause 30 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

(2) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(3) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	£ s. d.
1. Under 15 years of age	0 16 6
2. Between 15 and 16 years of age	1 0 6
3. " 16 " 17 " "	1 6 0
4. " 17 " 18 " "	1 15 6
5. " 18 " 19 " "	2 4 6
6. " 19 " 20 " "	2 14
7. " 20 " 21 " "	3 3 0

Where the work is performed by a male apprentice—

8. First year	0 16 6
9. Second year	1 0 6
10. Third year	1 6 0
11. Fourth year	1 15 6
12. Fifth year	2 4 6
13. Sixth year	3 3 0

14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

Where the work is performed by a female junior—

	Per week.
	£ s. d.
1. First year's experience	0 16 6
2. Second year's experience	0 19 6
3. Third year's experience	1 4 0
4. Fourth year's experience	1 8 6
5. Fifth year's experience	1 17 6

- 6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.
- 7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.
- 8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

LIMITATION OF EMPLOYMENT OF JUNIORS.

- (4) (a) No department shall be manned exclusively by juniors.
- (b) Not more than two male juniors shall be employed to each male adult employed as a weekly employee in each department. For the purposes of this provision an apprentice shall be deemed to be a junior.
- (c) No junior, unless an apprentice, under 18 years of age, shall be employed on a monotype casting machine or an Elrod or similar casting machine.
- (d) No junior, unless an apprentice, under 18 years of age, shall be employed on a power-driven guillotine, or on a platen machine or cylinder machine used for carton cutting.
- (e) In all parts of the industry, juniors shall (except in any branch of the industry in respect of which provision is made for apprenticeship) be given reasonable opportunities to become proficient in different classes of work, and shall be taught higher grade work as they progress in the knowledge of their work.
- (f) The conditions of employment of juniors in any branch of the industry in respect of which provision is made for apprenticeship shall be as set out in clause 29 (c).

HOLIDAYS.

- (5) (a) An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination "holiday" means the day observed as any of the following days: New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day, King's Birthday, and Melbourne Cup Day.
- (b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within one week before any holiday (or within one week before the first day of several holidays), his re-engagement by the same employer within one week after such holiday (or, as the case may be, within one week after the last day of such several holidays), shall be prima facie evidence that his employment was terminated in breach of sub-clause (b) hereof.

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

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(f) The wage payable to a weekly piece-worker under this clause shall be that fixed for a time worker in the same occupation. A junior male shall be paid the time wage appropriate to his age and a junior female the time wage appropriate to her years of experience, provided that a female worker of more than five years' experience shall be deemed to be an adult for the purpose of computing the amount payable to her under this clause.

(g) The provisions of this clause (5) shall apply only to weekly employees.

CONSTANT SERVICE LEAVE OR BONUS.

(6) (a) In addition to the holidays provided for by clause (5) hereof, an employee, whether a time-worker or a piece-worker, who remains in the service of the same employer for at least a year, shall, if the employment has not been terminated, be entitled to one day's leave of absence on full pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder.

(b) The employer shall have the right to fix the time when such leave will be given, but must fix a time so that the leave then accrued due will be wholly given in one continuous period within fifteen months after the beginning of the period of service in respect of which the leave is due, and if he does not so fix the time or so give the leave he shall, for each day of leave then due, forthwith give the employee two days' leave of absence on full pay.

Provided that the employer may, if he think fit, give at any time in advance the period of six or seven days' continuous leave on full pay prospectively due in respect of the six or seven (as the case may be) periods of two months' service comprised within such fifteen months.

Provided further that if the leave be given so that the employee is freed from work for the employer throughout the seven days of a week or throughout a period extended to more than such seven days by reason of holidays as provided in sub-clause (c) hereof, the leave comprised within such seven days or within such extended period shall for the purposes of this clause be deemed to be six days' leave.

(c) Where any of the holidays provided for in clause (5) hereof so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday although he does not work thereon, and that holiday happens to fall within that employee's period of leave of absence, the days in that period shall be reckoned in addition to that holiday.

(d) Any employee who voluntarily leaves or is discharged from his employment after he has been in such employment for at least six complete consecutive calendar months shall be paid a bonus of one day's pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder, the day's pay to be at the ordinary rate for the class of work usually being done by the employee about the time when he so leaves or is discharged.

Provided that where leave of absence for two instead of one day should have been given in pursuance of sub-clause (b) hereof and has not been so given, such employee shall be paid a bonus of two days' pay in respect of each day of leave of absence that has not been so given.

(e) If the employee is a piece-worker the pay to be given for the period of leave of absence or as a bonus where leave is not given shall be at the rate fixed for a time-worker doing the same class of work as that of the employee.

(f) Where the employer is a successor or assignee or transferee of a business, if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, the employee in respect of the period during which he was in the service of the predecessor shall for the purposes of this clause be deemed to have been in the service of the employer.

(g) In this clause employee means either a male or female employee, and the clause shall be construed accordingly.

(h) For the purposes of this clause the service shall be deemed to have continued and to continue unbroken and constant notwithstanding any interruption or determination of the employment by the employer if such interruption or determination has been or be made merely with the intention of avoiding obligation hereunder in respect of leave of absence or bonus.

(i) For the purposes of this clause, calendar months shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and, if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

Provided that persons in employment on the 1st day of January, 1938, shall for the purposes of this clause be deemed to have commenced their service on that date.

(j) This clause shall come into operation on the 1st day of January, 1938.

(k) On application by any employer, this Wages Board, if satisfied that, because of the economic position of any part of the industry to which this Determination applies, injury to such part will be caused by the operation of this clause, may postpone or suspend such operation for such time as it may think fit.

FEMALES NOT TO WASH-UP OR FEED MACHINES, ETC.

(7) A female shall not be required or permitted to wash-up or clean a printing machine; or feed any Armory press or platen machine used for carton cutting; or operate any guillotine machine; or feed a platen printing machine if under the age of eighteen years.

REST INTERVAL FOR FEMALES.

(8) There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Saturday inclusive, in each week for each female employee on time work or on piece-work, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

FIVE-DAY WEEK.

(9) When the employer desires to work the ordinary working hours in a five-day week, he may do so. The employer and the employees may thereupon agree upon the hours of commencing and finishing work with a starting time not earlier than 7.30 a.m., and a finishing time not later than 6 p.m., and in the event of such agreement being made, the hours so agreed shall be substituted for the hours fixed by this Determination, notwithstanding anything to the contrary contained in clauses (10) (b), (12) (b) and (c), and (12) (h) hereof. In default of agreement, such hours may be decided by this Wages Board.

HOURS.

(10) (a) The day-work hours of duty of employees shall not exceed eight hours on Monday to Friday inclusive and four hours on Saturday, and shall not exceed 44 hours in any week, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and noon on Saturday, provided that the time of starting work of the linotype mechanic or other male person who attends to arrange the heating of linotype or like metal pots may be 7.30 a.m.

(b) The daily working hours of each office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and his employees, and in default of such agreement, as settled by this Wages Board.

NIGHT WORK.

(11) (a) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.

(b) The hours of duty for night-shift workers shall not exceed 44 per week, to be worked within ten hours a shift on Monday to Friday inclusive, provided that for machine compositors on night shift the hours of duty shall not exceed 42 per week.

(c) The hours of commencing and finishing duty on each shift, of all employees on night shift or unusual shift, shall be arranged between each particular employer and his employees, and in default of such agreement, as settled by this Wages Board.

(d) A female employee or an employee under seventeen years of age shall not perform night-shift work.

(e) On any day when the hours of any night shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such day.

OVERTIME.

(12) (a) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(b) All duty performed by time-workers in excess of or outside the hours mentioned in clauses (10) or (11) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(c) All duty performed by piece-workers in excess of or outside the hours mentioned in clauses (10) or (11) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of rate and a half for the first three hours and double rate thereafter.

(d) (i) Where a weekly time-worker works on any day of his annual leave or on any public holiday mentioned in clause (5) hereof when he is entitled to be away from his employment, he shall be paid therefor at not less per hour than the hourly rate of his weekly wage, in addition to the weekly wage, and shall be given not less than four hours' work, or pay equivalent thereto.

(ii) Where a weekly piece-worker works on any such day of annual leave, or on any such public holiday, he shall be paid therefor one day's pay of the corresponding time-worker, and the usual piece-work rate or rates for work done by him. He shall also be provided with at least four hours' work, and in the event of insufficient piece-work being provided to keep him continuously employed for such four hours he shall be paid for any non-working time at the time-worker's ordinary hourly rate.

(iii) Should a weekly time-worker, or weekly piece-worker, who has worked on a holiday within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the ordinary time-work rate or double the ordinary piece-work rate, as the case may be, for the hours worked before the ordinary hour of commencing work or after the ordinary hour of finishing work.

(iv) This sub-clause (d) shall, with the necessary changes, be read to apply equally to a night worker as to a day worker.

(e) (i) Double time or double rate shall be paid for all work done on Saturday afternoon, and (with a minimum of four hours' work or pay equivalent thereto) on Sunday.

(ii) Where the hours of the ordinary working week are worked within five days any work done on the sixth day shall be paid for at time and a half or rate and a half for the first four hours worked before noon and at double time or double rate thereafter.

(iii) Where the hours of the ordinary working week are worked within five night shifts, any work done on the sixth night shift shall be paid for at double time or double rate.

(f) An employee, if called upon to work overtime in excess of one hour after the usual finishing time of any shift, shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given to an adult male employee during the previous shift, or where notice of overtime has been given to him, but overtime has not been worked, 2s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work. Where any junior, apprentice or female is required to work overtime, or is given notice of overtime and such overtime is not worked, 1s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

(g) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(h) No employee under 16 years of age shall be employed on overtime. No employee under 17 years of age, nor any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clauses (9) and (10) (a) hereof.

(i) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(j) An employer shall not require or permit an employee to work overtime or on night shift in connexion with power-driven machinery unless he works in company with at least one other person.

(k) One hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by for work shall be paid for as a "call" to any employee brought in to do any work not in the ordinary working hours, such to be paid for at the rate of time and a half or rate and a half, except on Saturday afternoon, and on Sunday, when double time or double rates shall be paid.

EMPLOYEE MISSING USUAL CONVEYANCE.

(13) Whenever the finishing time of any employee working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

MEAL PERIOD.

(14) (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

(d) The lunch period of any employee shall be between the hours of noon and 2 p.m.

TERMS OF EMPLOYMENT AND SICK PAY.

(15) (a) No person shall be employed except as—

- (i) a weekly time-worker; or
- (ii) a weekly piece-worker; or
- (iii) a casual time-worker; or
- (iv) a casual piece-worker.

(b) A weekly time-worker, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) (i) A weekly time-worker not attending for duty shall lose his pay for the actual time lost unless he produces or forwards within twenty-eight hours of the commencement of such absence evidence or a message satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but notwithstanding that he may be employed by different employers he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 44 hours in each year. Such year shall begin on the date on which this Determination came into force.

(ii) A weekly piece-worker shall be excused from presenting himself for employment at the proper time and place each day because of personal ill-health and shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if during such period he had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he shall comply with and be subject to the conditions for time-workers prescribed in paragraph (i) hereof.

(iii) If an employer within 48 hours after the receipt by him of a written message sent by (or on behalf of) an absent employee, alleging that his absence is due to personal ill-health, fails to despatch or give to the employee a written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to personal ill-health.

(iv) If an employer within 48 hours after the receipt by him of such message despatches, or gives to the employee a written notice that he does not accept such message as satisfactory evidence of personal ill-health, but requires further evidence, the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of personal ill-health, he shall pay or refund any fee and incidental expenses necessarily paid or incurred by the employee. The employee shall submit to medical examination at the employer's expense if so required, and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(v) If an employer rejects a claim for sick pay this Wages Board shall have power, upon application by the Printing Industry Employees Union of Australia, or by the employee concerned, to hear such claim, and to make such order thereon as it thinks appropriate; and the employee, if required to attend this Wages Board on the hearing of his claim, shall, if his claim succeeds, but not otherwise, be entitled to be paid by the employer for the time of his attendance, if a time-worker, at his usual rate, or if a piece-worker, at the corresponding time-worker's rate.

(vi) In any case where the period of 48 hours referred to in paragraphs (iii) and (iv) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day, and in any case where illness commences after the finish of such last working day the said period of 48 hours shall be deemed to commence at the starting hour of the next ordinary working day.

(d) A weekly piece-worker is a piece-worker engaged as a weekly employee. The following conditions apply to the employment of a weekly piece-worker:—

- (i) On each working day or night of the week he shall present himself for employment at the usual time for beginning work at the place of business of the employer unless informed before leaving work by the employer that his attendance on any day or any night is not required.
- (ii) If he has not been informed as provided in the foregoing paragraph, and actually presents himself on any such day or any such night he shall receive not less than four hours' continuous employment or be paid for such four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker. Provided that a weekly piece-worker on day work working on a Saturday shall receive not less than three hours' work or be paid for such three hours (or any part of such three hours as would be non-working time) at the rate aforesaid, and his shift shall finish not later than noon.
- (iii) (1) The provisions of this paragraph (iii) shall have full force and effect notwithstanding anything contained in this Determination, or in the Schedule thereto.
- (2) In this paragraph the words "the corresponding time-worker" mean—
 - (a) As to an adult male, as defined by clause (33) (d) hereof—an adult male weekly time-worker employed in the same calling as the weekly piece-worker who is concerned;
 - (b) As to an adult female, as defined by clause (33) (d) hereof—an adult female weekly time-worker employed in the same calling as the weekly piece-worker who is concerned; and
 - (c) As to a male junior—a male junior weekly time-worker of the same age employed in the same calling as the weekly piece-worker who is concerned; and
 - (d) As to a female junior or any female of less than five years' experience—a female junior weekly time-worker of corresponding experience employed in the same calling as the weekly piece-worker concerned.
- (3) For any week in which he has worked the full hours of duty, the weekly piece-worker shall be paid at least the corresponding time-workers' wage.
- (4) For any week in which, though he has complied with the provisions of paragraph (i) hereof, he is not required to work the full hours of duty, he shall be paid for that week the corresponding time-workers' wage.
- (5) If in any week there occurs a public holiday, as provided in clause (5) hereof, upon which the weekly piece-worker is not required to work, he shall be paid, in addition to his aggregate piece-work earnings for that week, a sum equivalent to that paid to the corresponding time-worker for such public holiday.
- (iv) Notwithstanding anything in this Determination contained, lateness shall not, except as in this condition provided, affect the right of a piece-worker to the benefits of this sub-clause (d). A piece-worker's earnings shall not be subjected to deduction for lateness or lost time unless such lateness or lost time would cause an employer to make a payment which he otherwise would not be required to make. Subject to this condition, where a piece-worker is late or loses time on any day he shall be subject only to such a deduction from any moneys due to him as is proportionate to the time actually lost by him.
 - (e) (i) The employment of a weekly time-worker or piece-worker may be terminated by a week's notice on either side, and such notice may be given on any day of the week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike of the Printing Industry Employees Union of Australia, or any other union, or through any breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.
 - (ii) In the event of work being temporarily stopped by a breakdown of machinery, or by any cause for which the employer cannot be held responsible, and the employee has lost at least two days' pay the employee, whether a weekly time-worker or weekly piece-worker, may inform the employer of his intention to terminate his employment, whereupon the employment shall be terminated without the employee being required to give the week's notice mentioned in paragraph (i) hereof, and he shall be paid such moneys as are due to him under this Determination.
 - (f) Where a weekly piece-worker gives or receives a week's notice of the termination of his employment, he shall during the week that such notice runs, be given the same amount of piece-work as it has been customary for him to perform during the period of his engagement.
 - (g) If an employee's services be terminated during the course of the week, he shall be paid all money due to him at the termination of his services, or all moneys due to such employee shall be forwarded to him by post within 24 hours thereafter. Without prejudice to his liability to legal proceedings in respect of such non-observance, an employer not observing this provision shall pay such employee an extra full day's pay for each day after the employer's usual pay day upon which he applies at the employer's place of business for payment of the amount due to him, and does not receive it.

CASUAL EMPLOYEES.

- (16) (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly time-worker or weekly piece-worker. A casual employee, after two weeks of continuous employment as a casual employee, shall become a weekly time-worker or weekly piece-worker.
- (b) If a casual employee commences duty on any day, or is directed to attend for duty and actually attends on any day, such employee, if a time-worker, shall in respect of such day be paid at the rate herein provided and for six hours (either day or night) at the least, except on Saturday, when he shall be paid for three hours at the least, and if a piece-worker, shall, in respect of such day, be given four hours' work at the least, or paid for four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker, except on Saturday, when he shall be given three hours' work at the least or paid for three hours (or any part of such three hours as would be non-working time) at the corresponding time-worker's rate.
- (c) A casual employee, whether working at piece-work or time-work and whether working on day or night shift, shall be paid for such work the piece-work rate or the hourly rate prescribed for such work, with the addition of 12½ per cent.
- (d) A casual employee, when working overtime shall have his rate of pay as a casual employee increased by the same proportion (e.g., one-half, or double as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employees directed to be increased under this Determination for work done on overtime, with the addition of 12½ per cent.

PROBATIONERS ON SLUG-CASTING OR TYPE-CASTING MACHINES.

- (17) An employer shall not employ any employee as a probationer on the keyboard of a slug-casting or type-casting machine unless such employee is a compositor who has served a full term of apprenticeship, or is an apprentice who has served three years apprenticeship as a compositor.

MIXED FUNCTIONS.

- (18) Where during any day a time-worker or piece-worker is employed on work requiring the performance of functions involving different rates of wages prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.

PIECE-WORK.

- (19) (a) Without prejudice to the rights of a weekly piece-worker under clause (15) (d) hereof no piece-work shall be performed by any employee other than in respect of work done in connexion with machine composition.
- (b) The minimum piece-work rates payable to an employee by an employer shall be the rates prescribed in the schedule to this Determination.

The schedule heretofore mentioned is hereby incorporated in this Determination.

- (c) No undue advantage shall be given to one piece-worker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.

(d) When piece-workers are kept waiting for work or any materials, all waiting time shall be totalled up when the day's work is finished, and paid for at not less than the corresponding time-worker's rate. A pieceworker shall be deemed to be waiting for work unless directed not to remain on the employer's premises for work.

WAGES AND PAY DAY.

- (20) Subject to clause (15) (e) hereof, an employee shall be paid his wages on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.

- (21) No work shall be taken off the employer's premises to be executed by any employee.

TIME BOOK.

(22) (a) Each employer shall keep a time and wages book, correctly and fully written in ink, showing the name of each employee, and his occupation, the hours worked (including overtime) each day or night, and in respect of waiting time paid for under clause (19) (d) hereof the time of the commencement and the ending of each period of waiting time, and the wages, overtime and allowance paid each week: provided that the employer may at his option use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or, when a clock is installed, the time cards, shall be open for inspection by a duly accredited official of the Printing Industry Employees Union of Australia, or of the employer's employees, during the usual office hours at the office or other convenient place. The inspecting official shall be entitled to take and carry away a copy of any entry in such book or time card, and may in any relevant proceeding tender such copies in evidence. Every book or time card kept or made under this clause shall for at least twelve months after the making of any record thereon be kept by the employer at his place of business and shall be there open for inspection under this clause.

(b) Twenty-four hours' notice of the intention to inspect the time book shall be given to the employer whose book is to be inspected.

AUTHORIZED PERSON MAY ENTER FACTORY.

- (23) (a) (1) The secretary-treasurer of the Printing Industry Employees Union of Australia, and
 (2) The secretary of the appropriate branch or sub-branch thereof of the said union, or
 (3) An officer of the appropriate branch or sub-branch thereof of the said union accredited in writing by the secretary of the branch

shall have power to enter and inspect during working hours any part of a printing factory or workshop in which any piece-work operation is being carried on, and to interview the employees in regard to piece-work rates and conditions of employment.

(b) At least four hours' notice shall be given to the employer or his representative by any such person or persons prior to his or their actual going on the premises, and the employer shall be notified of his or their arrival, and he or his representative shall be entitled to accompany any such person or persons, and shall provide access to the wages book and time sheet and records of any piece-work employee. Upon request of the said person the employer or his representative shall produce any work or part of any work done or in the course of being done by a piece-work employee. The work and duties of the employees shall be interfered with as little as possible by any such person.

UNION OFFICIAL VISITING FACTORY.

(24) Duly accredited representatives of the Printing Industry Employees Union of Australia shall have the right to enter employers' working establishments during the midday meal time for the purpose of interviewing employees on legitimate union business, on the following conditions:—

- (a) That the representative produces his authority to the employer or his representative.
 (b) That the representative interviews employees only at places where they are taking their meals.
 (c) That not more than two such representatives shall at any one time visit or be in any one working establishment, and if there are two representatives they shall both be there at the same time.
 (d) That if a working establishment shall have been visited by any such representative during a week it shall not be visited afterwards during the same week by any such representative.
 (e) That if any employer alleges that a representative is unduly interfering with his working establishment, or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the said union shall have the right to bring such refusal before this Wages Board which may thereupon rescind or otherwise deal with such refusal.

UNION DELEGATE.

(25) Not more than two delegates, chosen by and from the employees of an employer, shall be allowed the necessary time in working hours to interview the employer or his representative for the purpose of submitting grievances. If the members so chosen be piece-workers they shall be paid for such time the time-worker's wage in their branch of the industry.

SEATING PROVISION.

- (26) (a) Any male employee whose work requires him to be seated shall be provided with a reasonably comfortable seat.
 (b) Any female employee whose work permits of her being seated or requires her to be seated shall be provided with a reasonably comfortable seat.

DETERMINATION, ETC., TO BE POSTED.

(27) A copy of this Determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees Union of Australia shall be permitted to post notices as to union meetings on a board at each establishment in a reasonable manner.

HEALTH NOTICES.

(28) Notices containing advice for the preservation of the health and protection of workmen, if provided by the Printing Industry Employees Union of Australia, shall be kept prominently posted and displayed in all workrooms by the employer.

APPRENTICES.

(29) (a) A beginner shall be apprenticed to learn and shall be fully and thoroughly taught and instructed by the employer in one, but not more than one, of the following branches of the printing industry:—

- (i) Hand composition.
 (ii) Hand and machine composition with instruction in the mechanism of slug-casting or type-casting machines.
 (iii) Stereotyping and/or electrotyping.
 (iv) Bookbinding and/or guillotine machine operating.
 (v) Paper ruling and/or guillotine machine operating.
 (vi) Edge gilding.
 (vii) Letterpress printing.
 (viii) Lithographic printing.
 (ix) Lithographic drawing and/or designing.

(b) An apprentice to lithographic drawing and/or designing shall be taught and instructed in all phases of lithographic drawing or designing, and all things incidental thereto.

(c) In connexion with any branch of the industry in respect of which provision is made for apprenticeship, no employer shall engage any male persons under the age of 21 years, or continue the employment of any such male person engaged but not indentured before the commencement of this Determination (subject to sub-clause (e) (ii) hereof), except as an apprentice or probationer for apprenticeship (provided that the period of such probation shall not exceed six months from the engagement of such male person, and that such person shall not at any time during his probation be more than eighteen years of age).

Nothing in this sub-clause shall affect the employment of boys in such work as going messages, sweeping-up, and cleaning or feeding printing machines.

(d) Except as provided in this sub-clause, a boy shall be indentured for a period of six years, in which period shall be included his period of probation (if any). A boy sixteen years of age or over at the date of his indenture shall be indentured for five years in which period shall be included his period of probation (if any). A boy above the age of eighteen years shall not be indentured without the consent of the Wages Board, and shall not be employed as a probationer. The wages of a boy indentured for five years' apprenticeship, or employed as a probationer for such apprenticeship, shall be calculated as if immediately before commencing his period of probation or of apprenticeship (if he has had no period of probation) he had completed his first year of apprenticeship. The duties of an apprentice shall be so arranged by the employer that as the apprentice progresses in knowledge and skill, his duties shall be varied and he shall from time to time be placed on higher or more skilled work.

(e) (i) The maximum proportion of apprentices shall be as follows:—In the composing, stereotyping and/or electrotyping, bookbinding and/or guillotine machine operating, paper ruling, edge-gilding, letterpress printing, or lithographic printing departments, where one or more skilled adults are permanently employed at full rates as prescribed in this Determination, one apprentice or boy working on probation as hereinbefore provided may be employed (subject to paragraph (1) hereof) to the first three or fraction of three skilled adult employees permanently employed in such department.

(ii) A member of an employer's family, not an apprentice, if under 21 years of age, shall be regarded as an apprentice for the purpose of this clause if working in any department where not more than three skilled adults are employed. Where more than three skilled adults are permanently employed in any department one non-apprentice member of an employer's family may be employed in that department. Employer, for the purposes of this paragraph, means a proprietor, partner, or director.

(iii) In this sub-clause "permanently employed" means continuously employed for a period of not less than six calendar months.

BRONZING OR DUSTING-OFF.

- (30) (a) Bronzing and dusting-off by machine shall not be done except under such conditions as to prevent, as far as practicable, the escape of dust into the air of any occupied room.
- (b) Bronzing or dusting-off by hand shall not be done except in connexion with—
- (i) An efficient exhaust draught which effectively carries away bronze dust in the atmosphere; or
 - (ii) An appliance or within a structure of canvas, wood, or other suitable material so constructed as to prevent, as far as practicable, the escape of dust into any occupied room.
 - (iii) The foregoing conditions shall not be enforced where bronzing or dusting-off is not done in any workroom for more than two hours in any one day.
- (c) There shall be provided—
- (i) Suitable overalls and head coverings for all persons engaged in bronzing or dusting-off, which shall be washed or otherwise effectively cleansed at least once every week when in use.
 - (ii) For all persons engaged in bronzing or dusting-off a suitable place or places for clothing put off during working hours.
- (d) Every person employed in bronzing or dusting-off shall—
- (i) Wash the face and hands before partaking of any food or leaving the premises;
 - (ii) wear the overalls and head coverings supplied as provided herein;
 - (iii) deposit clothing put off during working hours in the place or places provided in pursuance of these regulations.
- (e) Where bronzing or dusting-off is regularly done there shall be provided and maintained in a clean state and in good repair for the use of all persons employed in bronzing or dusting-off a lavatory with a sufficient supply of clean towels and soap and nail brushes, and having a supply of hot and cold water.
- (f) Where bronzing or dusting-off is not done regularly, a reasonable supply of hot water shall be available for each person engaged in bronzing or dusting-off.
- (g) Any person employed in bronzing by hand or dusting-off by hand, shall be paid 6d. an hour, in addition to any other money payable under this Determination.
- (h) Where the bronzing surface does not exceed in size large post octavo, females may be employed at bronzing or dusting-off for a period not exceeding two hours in any one day, but except under such conditions an employer shall not require or permit any female employee to do bronzing or dusting-off work.
- (i) Each person shall be supplied free of charge by the employer with milk each morning and each afternoon where employed in bronzing or dusting-off by hand for two hours or more in any morning or afternoon period.

HEALTH PROVISIONS.

- (31) (a) Type metal or type metal shavings shall not be permitted to accumulate on the floor or in the vicinity of slug-casting or type casting machines or on the floor of the stereotyping and/or electrotyping departments.
- (b) Dry cleaning shall not be permitted or carried out in any printing factory, workshop, or place. All establishments and workshops shall be efficiently ventilated.
- (c) The employer shall provide a suitable place for employees to wash their hands.
- (d) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.
- (e) All metal pots, other than those electrically heated, shall be provided with proper and suitable hoods, which shall be so fitted that all fumes and heavy gases are sucked off and conducted into the open air.
- (f) The melting down of linotype or stereotype or like metal, or the cleaning of linotype plungers, shall be done away from the workrooms, or, where this is not practicable, shall be done in such a manner as to cause the fumes or dust to be carried away from the workroom into the open air.
- (g) Where artificial light is in use, effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.

FIRST-AID CHEST.

(32) The employer shall provide a first-aid chest, which shall be a suitable dustproof receptacle, made of either metal or wood, for the use of the employees, in some accessible place. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factories and Workshops in which not more than 30 Persons are Employed.	Any factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ doz. assorted sizes	1 doz. assorted sizes
Castor oil	½ ounce	2 ounces
Iodine, tincture of	1 ounce	2 ounces
Manual, First-aid .. .. .	.. .. .	.. .. .
Petrolatum, carbolized	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription:—1½ teaspoonsful of powdered picric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water .. .. .	.. .. .	.. .. .
Pins, safety	1 packet	1 packet
Sal-volatile	1 ounce	6 ounces
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent .. .. .	.. .. .	.. .. .
Gauze, sterilized, plain .. .. .	.. .. .	.. .. .
Lint, absorbent .. .. .	.. .. .	.. .. .
Plaster, adhesive .. .. .	.. .. .	.. .. .
	An adequate assortment	An adequate assortment

INTERPRETATION OF THE DETERMINATION.

- (33) (a) A time-worker's hourly rate for any work for which a weekly rate is prescribed by this Determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.
- (b) The word "factory" or 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 by employees.
- (c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift, or any mixed day and night shift.
- (d) "Adult male" shall mean (1) any male employee over 21 years of age, or (2) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean (1) any female employee over 21 years of age, or (2) any female employee of any age who has had five years' experience in the industry.
- (e) A duly accredited or authorized official or person, member of the Printing Industry Employees Union of Australia, shall mean any officer or member of the said union or of the appropriate branch or sub-branch thereof who may be accredited in writing by the secretary-treasurer of the said union or by the appropriate branch secretary, and shall include the said secretary-treasurer and branch secretary. The words "branch secretary" shall mean the secretary of any State Branch of the said union.
- (f) A copy-holder, unless an apprentice to hand composition or hand and machine composition, shall not be entitled to do the work of reading, revising, checking, or correcting proofs.

SCHEDULE "A"—MACHINE COMPOSITION.

In addition to the piece-work rates set out in this schedule a piece-worker shall be paid 11s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week be worked.

PIECE-WORK RATES FOR MACHINE COMPOSITION.

1. The piece-work rate for machine composition shall be 4½d. per thousand ems, but where such work is done on a night shift the rate shall be 5½d. per thousand ems, and such piece-work shall be done subject to the provisions of the Determination and of this schedule.

CAST-UP AND MINIMUM MULTIPLIER.

2. The cast-up shall be according to the point system, but the minimum multiplier for any line shall be 40, and the table of multipliers appended to this schedule shall be observed. A fraction of an em, if more than 5, shall count an em for the machine compositor, and if less shall not be counted. If it is 5, it shall count alternately for the house and the machine compositor.

LARGE TYPE.

3. Matter 13 ems and under 13 ems measure, composed in 10-point type, shall be charged ½d. per thousand ems extra, and all types above 10-point in size shall be charged ¾d. per thousand ems extra.

BORDERED MATTER.

4. Matter having a machine-set border attached to the slug, whether such border is formed of rules, letters, or otherwise, shall be paid for at double rate.

DIALECTS, ETC.

5. Matter set in dialectic English or in illiterate spelling, where such matter is of four lines or more, or where the dialectic English or illiterate spelling is recurrent through the matter, shall be paid at rate and a half.

FOREIGN LANGUAGES.

6. Matter set in any language other than English shall be paid for at double rate.

"TAKE" OF COPY.

7. Twelve lines of 16 ems measure, or their equivalent in wider measures, shall constitute a machine "take" of copy. Provided that the matter given out at any one time, whether referring to the same or different articles, shall constitute one "take".

TOP AND BOTTOM RULES.

8. The top and bottom rules of tables shall be paid for as distinct lines when set or required to be inserted by the machine compositor, but cross rules in the body of a table, when set or required to be inserted by the machine compositor, are reckoned in the depth.

COLUMN OR TABULAR MATTER.

9. Column or tabular matter cast on one bar shall be charged:—Two columns (two justifications or arrangements), rate and a third; three columns, rate and a half; four or more columns, double rate. The above rates shall be paid whether the matter is with or without headings or rules. Where there are more than four columns, the machine compositor shall have the option to set the matter at the machine compositor's time-rate with the addition of 12½ per cent.

HEADINGS.

10. Column or tabular matter with headings in smaller type than the body shall be cast-up at the value of each body.

SMALL CAPITALS, ITALICS OR SORTS NOT ON KEYBOARD.

11. (a) For small capitals, italics, clarendon or other faces and sorts of type or characters of any kind, not on the keyboard but fed in by hand, one line extra shall be allowed for each word of six letters or less and two lines extra for each word of more than six letters.

(b) Where intermittent words are set on the keyboard in such faces and sorts, one line extra shall be paid for each line containing such words, excepting small capitals, which shall be paid one line extra for each word. When double letter matrices are used, and matter is set up on the upper tier or by the two-letter or leaf attachment for elevator head elevation, such matter up to 25 continuous lines shall be paid at rate and a half, and all matter beyond 25 continuous lines shall be paid at rate and a quarter.

RUN-ON LISTS AND SIMILAR MATTER.

12. Run-on subscription lists, share lists, land sales, wool sales, show-prize lists, cargo lists, tennis results, egg-laying competition results, pawnbrokers' advertisements, balance-sheets, University or other school lists (other than those which are figures only), cricket scores, rifle scores, quoit scores, mining and market reports, racing weights, racing results and similar matter, shall be paid for at rate and a half. University and other school lists and examination results, consisting of figures only, lottery results, consisting of figures only and other run-on figure matter, consisting of figures only, shall be paid for at double rate.

LEADERED MATTER.

13. All leadered matter, if leaders are ranged, and other leadered matter of 20 ems measure or over, shall be paid for at rate and a third.

INDENTED MATTER.

14. All matter set to 13 ems measure or less in 8-point or over, indented one or more ems each end or two ems or over on one end, shall be paid for at rate and a half.

HOUSE MARKS—AUTHOR'S PROOFS.

15. (a) Alterations from copy to the first proof shall be paid for at double rate. House marks or author's proofs shall be paid for at double rate, but twelve lines shall be the minimum charge. New matter or additions to copy shall be paid for at the ordinary rate if exceeding twelve consecutive lines.

(b) When an author's proof contains matter to be set in various measures, and the appropriate matter for one measure is inter-mixed with that of other measures necessitating the proof and/or copy being traversed three or more times before being completed, the charge shall be increased by one-third except where the matter makes nine lines or less.

(c) The House shall be entitled to correct all author's proofs or revises on time.

CORRECTION OF PROOFS ON TIME.

16. The House may at any time, in its discretion, correct proofs on time and deduct from the machine compositor the number of lines requiring alteration. The machine compositor shall have the opportunity of seeing proofs containing any correction charged against him.

SLUGGING, ETC.

17. The insertion of all display or corrected slugs, cutting, fitting or whiting, shall be done by the House.

WHITE LINES, ETC., INSERTED BY THE HOUSE.

18. The machine compositor shall not be paid for white lines, rules or other matter, inserted by the House, except where the same are set or are required by the House to be inserted as part of a "take".

MULTIPLE BAR MATTER TO BE LAID OUT BY THE HOUSE.

19. Where matter is set on two or more bars it shall be laid out by the House, but the machine compositor shall be responsible for any mistake made by him.

EXTRA CHARGE FOR MULTIPLE BAR MATTER.

20. Matter requiring two bars to complete one measure (not being tabular matter) shall be paid for at rate and a third; three bars rate and a half; four or more bars, double rate.

FULL LINES.

21. Each line cast by the machine shall be paid for as a full line, except when the vice jaw is reduced, when the full measure shall be charged for the first twenty lines only.

COPY TOO BIG FOR TRAY.

22. All matter set from copy (including books) that will not go on or cannot be folded or arranged to suit the copy tray, shall be paid for at rate and a third.

BAD OR INDISTINCT COPY.

23. Bad or indistinct copy, or copy written with an indelible pencil, or matter having to be transposed by the machine compositor (that is, matter which is not to be set up in the order in which it appears in the copy), shall be paid for at rate and a third.

CONTRACTIONS—EXTRA CHARGE.

24. Where the machine compositor has to make contractions, he shall be paid rate and a half for each line affected. This provision does not apply to ordinary recognized contractions such as St. for street, Rd. for road, Co. for Company, Ltd. for Limited, lb. for pound, oz. for ounce, &c. Further, this provision does not apply to work done on a directory or a telephone list.

DEFECTIVE MACHINES.

25. The correction of errors resulting from the defective working of the machine, and sunken letters, shall be paid for at double rates, provided that where a mechanic is employed on the shift, or some responsible person is present, his attention is called to the defect and he has failed to remedy the matter, but a machine compositor shall be entitled to this charge for all matter set up to the time when the defect was, or should reasonably have been observed by him.

LOWER MAGAZINE

26. Where a machine compositor sets from a lower magazine from which the matrices assemble down a chute, the machine compositor may at his option do such work at the time rates for a machine compositor.

TIME-WORK.

27. A machine compositor, who may be temporarily required to do hand work on any day on which he is employed as a machine compositor, shall be paid therefor not less than the time rate for a machine compositor.

WAITING TIME.

28. Waiting time shall be paid for at the time rate for a machine compositor. All stoppages shall be cumulative, and shall be charged as waiting time, provided that such stoppages have not been caused by the fault of the machine compositor.

CHANGING MAGAZINE.

29. For changing magazine or mould in any slug-casting machine, the machine compositor shall be paid 5d., and for emptying or refilling magazine, 1s. 3d. In the case of a multi-magazine machine, or a machine of similar design, he shall be paid 1d. for each change, and 1d. for each return where the change and return of magazine is made by manipulation of handle or lever.

ATTENDING AND ADJUSTING.

30. On any shift a machine compositor on piece-work attending or adjusting one machine shall be paid 10s. per week extra, and for two or more machines 20s. per week extra. If the 10s. per week be not paid to a piece-worker, all mechanical troubles shall be rectified for him without delay, and he shall be paid for all time he is kept waiting at the time rate for a machine compositor.

LONG MEASURE.

31. Slugs of 26-ems pica measure and over set in 6-point or smaller type shall be paid $\frac{1}{2}$ d. per 1,000 ems in addition to the rate. Measures of 27-ems pica and over set in type larger than 6-point shall be paid $\frac{1}{2}$ d. per 1,000 ems in addition to the rate.

CHANGING MACHINE OR MAGAZINE.

32. If a machine is changed by order to a different type, the machine compositor shall not be required to change again to make corrections. Such corrections shall be done on a vacant machine if possible, but when they are done by another machine compositor, at the order of the House, one line shall be charged against the machine compositor who set the matter, and one line against the House for each line re-set.

INSTRUCTIONS.

33. Instructions shall be given to the machine compositor with the first "take" in each job.

CATCHLINES.

34. A piece-work machine compositor shall be paid for all catchlines when set by him.

FULL FOUNT OF MATRICES.

35. Each machine shall be provided with at least 25 space bands, and such a fount of matrices as will enable the machine compositor to do his work without delay.

CROSS RULES.

36. All cross rules when set by the machine compositor, whether in reading or advertisements, shall be paid for as separate lines.

TABLE OF MULTIPLIERS.

Measure. Pica ems.	Pearl or 5-point.	Agate or 5½-point.	Nonpareil or 6-point.	Minion or 7-point.	Brevier or 8-point.	Bourgeois or 9-point.	Long Primer or 10-point.	Small Pica or 11-point.	Pica or 12-point.	English or 14-point.
6	40	40	40	40	40	40	40	40	40	40
7	40	40	40	40	40	40	40	40	40	40
8	40	40	40	40	40	40	40	40	40	40
9	43	40	40	40	40	40	40	40	40	40
10	48	44	40	40	40	40	40	40	40	40
11	53	48	44	40	40	40	40	40	40	40
12	58	52	48	41	40	40	40	40	40	40
13	62	57	52	45	40	40	40	40	40	40
14	67	61	56	48	42	40	40	40	40	40
15	72	65	60	51	45	40	40	40	40	40
16	77	70	64	55	48	43	40	40	40	40
17	82	74	68	58	51	45	41	40	40	40
18	86	79	72	62	54	48	43	40	40	40
19	91	83	76	65	57	51	46	41	40	40
20	96	87	80	69	60	53	48	44	40	40
21	101	92	84	72	63	56	50	46	42	40
22	106	96	88	75	66	59	53	48	44	40
23	110	100	92	79	69	61	55	50	46	40
24	115	105	96	82	72	64	58	52	48	41
25	120	109	100	86	75	67	60	55	50	43
26	125	113	104	89	78	69	62	57	52	46
27	130	118	108	93	81	72	65	59	54	46
28	134	122	112	96	84	75	67	61	56	48
29	139	127	116	99	87	77	70	63	58	50
30	144	131	120	103	90	80	72	65	60	51

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 13th May, 1939.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE CARDBOARD BOX TRADE 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; such portion of the city of Sandringham as is 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.

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 10th December, 1937, by the Cardboard Box Trade Board, and published in the *Government Gazette* on the 6th January, 1938, hereby issue an adjusted determination showing the adjusted rates and piecework prices to be paid as from the beginning of the first pay period to commence in June, 1939, to any person or classes of persons employed either inside or outside a factory or workroom in the process, trade, or business of a maker of cardboard boxes.

(1)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES. (All Sections other than Corrugated Board Section.)		
		£ s. d.
1	Guillotine machine operator	4 16 0
2	Carton setter	5 0 0
3	Skilled hand ("skilled hand" means an adult employee whose duty it is to set for other employees the machines in the cardboard box department and/or in the carton department)	4 16 0
4	Combination tube and shell machinist	4 16 0
5	Employee operating Staude and/or other automatic gluing machine	4 11 0
6	Scoring and double-folding Staude gluer	4 13 0
7	Twin die-scoring, cutting, and printing slide machinist	4 12 0
8	Cylinder press carton machinist	4 18 0
9	Crosland carton press machinist when machine is capable of taking a sheet 30 inches x 40 inches	4 16 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES—continued.		
		£ s. d.
10	Platen press or Armoury press carton machinist	4 14 0
11	Two-way or double cutter and scorer machinist	4 10 0
12	One-way rotary cutter and scorer machinist	4 10 0
13	Gang slitting machinist	4 12 0
14	Mounting machinist	4 9 0
15	Employee working any other kind of machine	4 9 0
16	Storeman	4 6 0
17	Packer and/or despatcher	4 6 0
18	Feeder on cylinder carton machines when printing more than one colour	4 4 0
19	Any other adult male	4 0 0
20	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
<i>Corrugated Board Section.</i>		
21	Corrugated board machinist making two-faced boards	4 14 0
22	Corrugated board machinist making one-faced boards	4 9 0
23	Corrugated board printing machinist	4 12 0
24	Corrugated board cutter and/or slotter	4 6 0
25	Corrugated board sawyer	4 9 0
26	Corrugated board scorer and slitter	4 8 0
27	Automatic scorer and slotter and slitter	4 8 0
28	Employee working any other kind of machine	4 6 0
29	Storeman	4 6 0
30	Packer and/or despatcher	4 6 0
31	Any other adult male	4 0 0
32	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B"—ADULT FEMALES. (Including non-adult females of at least five years' experience.)		
1	Female head packer when employed as such	£ s. d. 2 11 0
2	Packer	2 7 0
	Female feeder employed on cylinder machine	2 9 0
	Female employee on hand work making and/or covering boxes, containers, shelf stock or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(a) When covered with paper	2 9 0
	(b) When covered with cloth (cloth includes buckram, plush, silk, or similar material)	2 14 0
5	Female employee—	
	(a) Controlling Stokes and Smith (or similar) covering machine	2 11 0
	(b) Controlling and/or setting up Stauder or International (or similar) gluing machine	2 11 0
	(c) Employed on any other machine used in cardboard box making or carton making	2 7 0
6	Female carton maker, including puller out and stripper	2 7 0
7	Female employee in connexion with corrugated boxes, including an employee on a taping machine	2 8 0
8	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	2 15 0
	(b) from nine to fifteen employees (both inclusive)	3 1 0
	(c) over fifteen employees	3 7 0
9	Female employee not otherwise specified	2 3 0

FEMALE TO BE PAID MALE RATE.

(2) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS.

(3) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	£ s. d.
1. Under 15 years of age	0 16 6
2. Between 15 and 16 years of age	1 0 6
3. " 16 " 17 " "	1 0 0
4. " 17 " 18 " "	1 15 6
5. " 18 " 19 " "	2 4 6
6. " 19 " 20 " "	2 14 0
7. " 20 " 21 " "	3 3 0

8. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

Where the work is performed by a female junior—

	Per week.
	£ s. d.
1. First year's experience	0 16 6
2. Second year's experience	0 19 6
3. Third year's experience	1 4 0
4. Fourth year's experience	1 8 6
5. Fifth year's experience	1 17 6

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

LIMITATION OF EMPLOYMENT OF JUNIORS.

(4) (a) No department shall be manned exclusively by juniors.

(b) Not more than two male juniors shall be employed to each male adult employed as a weekly employee in each department.

(c) No junior under 18 years of age shall be employed on a power-driven gullotine, or on a platen machine or cylinder machine used for carton cutting.

(d) In all parts of the industry, juniors shall be given reasonable opportunities to become proficient in different classes of work, and shall be taught higher grade work as they progress in the knowledge of their work.

HOLIDAYS.

(5) (a) An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination "holiday" means the day observed as any of the following days:—New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day, King's Birthday, and Melbourne Cup Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within one week before any holiday (or within one week before the first day of several holidays), his re-engagement by the same employer within one week after such holiday (or, as the case may be, within one week after the last day of such several holidays), shall be prima facie evidence that his employment was terminated in breach of sub-clause (b) hereof.

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

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(f) The wage payable to a weekly piece-worker under this clause shall be that fixed for a time-worker in the same occupation. A junior male shall be paid the time wage appropriate to his age and a junior female the time wage appropriate to her years of experience, provided that a female worker of more than five years' experience shall be deemed to be an adult for the purpose of computing the amount payable to her under this clause.

(g) The provisions of this clause (5) shall apply only to weekly employees.

CONSTANT SERVICE LEAVE OR BONUS.

(6) (a) In addition to the holidays provided for by clause (5) hereof, an employee, whether a time-worker or a piece-worker, who remains in the service of the same employer for at least a year, shall, if the employment has not been terminated, be entitled to one day's leave of absence on full pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder.

(b) The employer shall have the right to fix the time when such leave shall be given, but must fix a time so that the leave then accrued due will be wholly given in one continuous period within fifteen months after the beginning of the period of service in respect of which the leave is due, and if he does not so fix the time or so give the leave he shall, for each day of leave then due, forthwith give the employee two days' leave of absence on full pay.

Provided that the employer may, if he thinks fit, give at any time in advance the period of six or seven days' continuous leave on full pay prospectively due in respect of the six or seven (as the case may be) periods of two months' service comprised within such fifteen months.

Provided further that if the leave be given so that the employee is freed from work for the employer throughout the seven days of a week or throughout a period extended to more than such seven days by reason of holidays as provided in sub-clause (c) hereof, the leave comprised within such seven days or within such extended period shall for the purposes of this clause be deemed to be six days' leave.

(c) Where any of the holidays provided for in clause (5) hereof so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday, although he does not work thereon, and that holiday happens to fall within that employee's period of leave of absence, the days in that period shall be reckoned in addition to that holiday.

(d) Any employee who voluntarily leaves or is discharged from his employment after he has been in such employment for at least six complete consecutive calendar months shall be paid a bonus of one day's pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder, the day's pay to be at the ordinary rate for the class of work usually being done by the employee about the time when he so leaves or is discharged.

Provided that where leave of absence for two instead of one day should have been given in pursuance of sub-clause (b) hereof and has not been so given, such employee shall be paid a bonus of two days' pay in respect of each day of leave of absence that has not been so given.

(e) If the employee is a piece-worker the pay to be given for the period of leave of absence or as a bonus where leave is not given shall be at the rate fixed for a time-worker doing the same class of work as that of the employee.

(f) Where the employer is a successor or assignee or transferee of a business, if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, the employee in respect of the period during which he was in the service of the predecessor shall for the purposes of this clause be deemed to have been in the service of the employer.

(g) In this clause employee means either a male or female employee, and the clause shall be construed accordingly.

(h) For the purposes of this clause the service shall be deemed to have continued and to continue unbroken and constant notwithstanding any interruption or determination of the employment by the employer if such interruption or determination has been or be made merely with the intention of avoiding obligation hereunder in respect of leave of absence or bonus.

(i) For the purposes of this clause, calendar months shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and, if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

Provided that persons in employment on the 1st day of January, 1938, shall for the purposes of this clause be deemed to have commenced their service on that date.

(j) This clause shall come into operation on the 1st day of January, 1938.

(k) On application by any employer, this Wages Board, if satisfied that, because of the economic position of any part of the industry to which this Determination applies, injury to such part will be caused by the operation of this clause, may postpone or suspend such operation for such time as it may think fit.

FEMALES NOT TO FEED OR OPERATE MACHINES.

(7) A female shall not be required or permitted to feed any Armory press or platen machine used for carton cutting; or operate any guillotine machine.

REST INTERVAL FOR FEMALES.

(8) There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Saturday inclusive, in each week for each female employee on time work or on piece-work, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

FIVE-DAY WEEK.

(9) When the employer desires to work the ordinary working hours in a five-day week, he may do so. The employer and the employees may thereupon agree upon the hours of commencing and finishing work with a starting time not earlier than 7.30 a.m., and a finishing time not later than 6 p.m., and in the event of such agreement being made, the hours so agreed shall be substituted for the hours fixed by this Determination, notwithstanding anything to the contrary contained in clauses (10) (b), (12) (b) and (c), and 12 (h) hereof. In default of agreement, such hours may be decided by this Wages Board.

HOURS.

(10) (a) The day-work hours of duty of employees shall not exceed eight hours on Monday to Friday inclusive and four hours on Saturday, and shall not exceed 44 hours in any week, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and noon on Saturday.

(b) The daily working hours of each office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and his employees, and in default of such agreement, as settled by this Wages Board.

NIGHT WORK.

(11) (a) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.

(b) The hours of duty for night-shift workers shall not exceed 44 per week, to be worked within ten hours a shift on Monday to Friday inclusive.

(c) The hours of commencing and finishing duty on each shift, of all employees on night shift or unusual shift, shall be arranged between each particular employer and his employees, and in default of such agreement, as settled by this Wages Board.

(d) A female employee or an employee under seventeen years of age shall not perform night-shift work.

(e) On any day when the hours of any night shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such day.

OVERTIME.

(12) (a) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(b) All duty performed by time-workers in excess of or outside the hours mentioned in clauses (10) or (11) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(c) All duty performed by piece-workers in excess of or outside the hours mentioned in clauses (10) or (11) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of rate and a half for the first three hours and double rate thereafter.

(d) (i) Where a weekly time-worker works on any day of his annual leave or on any public holiday mentioned in clause (5) hereof when he is entitled to be away from his employment, he shall be paid therefor at not less per hour than the hourly rate of his weekly wage, in addition to the weekly wage, and shall be given not less than four hours' work, or pay equivalent thereto.

(ii) Where a weekly piece-worker works on any such day of annual leave, or on any such public holiday, he shall be paid therefor one day's pay of the corresponding time-worker, and the usual piece-work rate or rates for work done by him. He shall also be provided with at least four hours' work, and in the event of insufficient piece-work being provided to keep him continuously employed for such four hours he shall be paid for any non-working time at the time-worker's ordinary hourly rate.

(iii) Should a weekly time-worker, or weekly piece-worker, who has worked on a holiday within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the ordinary time-work rate or double the ordinary piece-work rate, as the case may be, for the hours worked before the ordinary hour of commencing work or after the ordinary hour of finishing work.

(iv) This sub-clause (d) shall, with the necessary changes, be read to apply equally to a night worker as to a day worker.

(e) (i) Double time or double rate shall be paid for all work done on Saturday afternoon, and (with a minimum of four hours' work or pay equivalent thereto) on Sunday.

(ii) Where the hours of the ordinary working week are worked within five days any work done on the sixth day shall be paid for at time and a half or rate and a half for the first four hours worked before noon and at double time or double rate thereafter.

(iii) Where the hours of the ordinary working week are worked within five night shifts, any work done on the sixth night shift shall be paid at double time or double rate.

(f) An employee, if called upon to work overtime in excess of one hour after the usual finishing time of any shift shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given to an adult male employee during the previous shift, or where notice of overtime has been given to him, but overtime has not been worked, 2s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work. Where any junior or female is required to work overtime, or is given notice of overtime and such overtime is not worked, 1s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

(g) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(h) No employee under 16 years of age shall be employed on overtime. No employee under 17 years of age, nor any female, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clauses (9) and (10) (a) hereof.

(i) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(j) An employer shall not require or permit an employee to work overtime or on night shift in connexion with power-driven machinery unless he works in company with at least one other person.

(k) One hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by for work shall be paid for as a "call" to any employee brought in to do any work not in the ordinary working hours, such to be paid for at the rate of time and a half or rate and a half, except on Saturday afternoon, and on Sunday, when double time or double rates shall be paid.

EMPLOYER MISSING USUAL CONVEYANCE.

(13) Whenever the finishing time of any employee working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

MEAL PERIOD.

(14) (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

(d) The lunch period of any employee shall be between the hours of noon and 2 p.m.

TERMS OF EMPLOYMENT AND SICK PAY.

(15) (a) No person shall be employed except as—

- (i) a weekly time-worker; or
- (ii) a weekly piece-worker; or
- (iii) a casual time-worker; or
- (iv) a casual piece-worker.

(b) A weekly time-worker, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) (i) A weekly time-worker not attending for duty shall lose his pay for the actual time lost unless he produces or forwards within twenty-eight hours of the commencement of such absence evidence or a message satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but notwithstanding that he may be employed by different employers he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 44 hours in each year. Such year shall begin on the date on which this Determination came into force.

(ii) A weekly piece-worker shall be excused from presenting himself for employment at the proper time and place each day because of personal ill-health and shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if during such period he had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he shall comply with and be subject to the conditions for time-workers prescribed in paragraph (i) hereof.

(iii) If an employer within 48 hours after the receipt by him of a written message sent by (or on behalf of) an absent employee, alleging that his absence is due to personal ill-health, fails to despatch or give to the employee a written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to personal ill-health.

(iv) If an employer within 48 hours after the receipt by him of such message despatches, or gives to the employee a written notice that he does not accept such message as satisfactory evidence of personal ill-health, but requires further evidence, the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of personal ill-health, he shall pay or refund any fee and incidental expenses necessarily paid or incurred by the

employee. The employee shall submit to medical examination at the employer's expense if so required, and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(v) If an employer rejects a claim for sick pay this Wages Board shall have power, upon application by the Printing Industry Employees Union of Australia, or by the employee concerned, to hear such claim, and to make such order thereon as it thinks appropriate; and the employee, if required to attend this Wages Board on the hearing of his claim, shall, if his claim succeeds, but not otherwise, be entitled to be paid by the employer for the time of his attendance, if a time-worker, at his usual rate, or if a piece-worker, at the corresponding time-worker's rate.

(vi) In any case where the period of 48 hours referred to in paragraphs (iii) and (iv) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day, and in any case where illness commences after the finish of such last working day the said period of 48 hours shall be deemed to commence at the starting hour of the next ordinary working day.

(d) A weekly piece-worker is a piece-worker engaged as a weekly employee. The following conditions apply to the employment of a weekly piece-worker:—

(i) On each working day or night of the week he shall present himself for employment at the usual time for beginning work at the place of business of the employer unless informed before leaving work by the employer that his attendance on any day or any night is not required.

(ii) If he has not been informed as provided in the foregoing paragraph, and actually presents himself on any such day or any such night he shall receive not less than four hours' continuous employment or be paid for such four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker. Provided that a weekly piece-worker on day work working on a Saturday shall receive not less than three hours' work or be paid for such three hours (or any part of such three hours as would be non-working time) at the rate aforesaid, and his shift shall finish not later than noon.

(iii) (1) The provisions of this paragraph (iii) shall have full force and effect notwithstanding anything contained in this Determination, or in the Schedule thereto.

(2) In this paragraph the words "the corresponding time-worker" mean—

(a) As to an adult male, as defined by clause (30) (d) hereof—an adult male weekly time-worker employed in the same calling as the weekly piece-worker who is concerned;

(b) As to an adult female, as defined by clause (30) (d) hereof—an adult female weekly time-worker employed in the same calling as the weekly piece-worker who is concerned; and

(c) As to a male junior—a male junior weekly time-worker of the same age employed in the same calling as the weekly piece-worker who is concerned; and

(d) As to a female junior or any female of less than five years' experience—a female junior weekly time-worker of corresponding experience employed in the same calling as the weekly piece-worker concerned.

(3) For any week in which he has worked the full hours of duty, the weekly piece-worker shall be paid at least the corresponding time-worker's wage.

(4) For any week in which, though he has complied with the provisions of paragraph (i) hereof, he is not required to work the full hours of duty, he shall be paid for that week the corresponding time-worker's wage.

(5) If in any week there occurs a public holiday, as provided in clause (5) hereof, upon which the weekly piece-worker is not required to work, he shall be paid, in addition to his aggregate piece-work earnings for that week, a sum equivalent to that paid to the corresponding time-worker for such public holiday.

(iv) Notwithstanding anything in this Determination contained, lateness shall not, except as in this condition provided, affect the right of a piece-worker to the benefits of this sub-clause (d). A piece-worker's earnings shall not be subjected to deduction for lateness or lost time unless such lateness or lost time would cause an employer to make a payment which he otherwise would not be required to make. Subject to this condition, where a piece-worker is late or loses time on any day he shall be subject

only to such a deduction from any moneys due to him as is proportionate to the time actually lost by him.

(e) (i) The employment of a weekly time-worker or piece-worker may be terminated by a week's notice on either side, and such notice may be given on any day of the week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike of the Printing Industry Employees Union of Australia, or any other union, or through any breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.

(ii) In the event of work being temporarily stopped by a breakdown of machinery, or by any cause for which the employer cannot be held responsible, and the employee has lost at least two days' pay the employee, whether a weekly time-worker or weekly piece-worker, may inform the employer of his intention to terminate his employment, whereupon the employment shall be terminated without the employee being required to give the week's notice mentioned in paragraph (i) hereof, and he shall be paid such moneys as are due to him under this Determination.

(f) Where a weekly piece-worker gives or receives a week's notice of the termination of his employment, he shall during the week that such notice runs, be given the same amount of piece-work as it has been customary for him to perform during the period of his engagement.

(g) If an employee's services be terminated during the course of the week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter. Without prejudice to his liability to legal proceedings in respect of such non-observance, an employer not observing this provision shall pay such employee an extra full day's pay for each day after the employer's usual pay day upon which he applies at the employer's place of business for payment of the amount due to him, and does not receive it.

CASUAL EMPLOYERS.

(16) (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly time-worker or weekly piece-worker. A casual employee, after two weeks of continuous employment as a casual employee, shall become a weekly time-worker or weekly piece-worker.

(b) If a casual employee commences duty on any day, or is directed to attend for duty and actually attends on any day, such employee, if a time-worker, shall in respect of such day be paid at the rate herein provided and for six hours (either day or night) at the least, except on Saturday, when he shall be paid for three hours at the least, and if a piece-worker, shall, in respect of such day, be given four hours' work at the least, or paid for four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker, except on Saturday, when he shall be given three hours' work at the least or paid for three hours (or any part of such three hours as would be non-working time) at the corresponding time-worker's rate.

(c) A casual employee, whether working at piece-work or time-work and whether working on day or night shift, shall be paid for such work the piece-work rate or the hourly rate prescribed for such work, with the addition of 12½ per cent.

(d) A casual employee, when working overtime shall have his rate of pay as a casual employee increased by the same proportion (e.g., one-half, or double as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employees directed to be increased under this Determination for work done on overtime, with the addition of 12½ per cent.

MIXED FUNCTIONS.

(17) Where during any day a time-worker or piece-worker is employed on work requiring the performance of functions involving different rates of wages prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.

PIECEWORK.

(18) (a) The minimum piece-work rates payable to an employee by an employer shall be the rates prescribed in the Schedule to this Determination.

The Schedule hereinbefore mentioned is hereby incorporated in this Determination.

(b) The piece-work rates payable to adults and juniors shall be uniform and not differential, and in this Determination are so calculated as to enable an average adult worker to earn (when employed at such piece-work rates), at each class of work at least—

(i) If employed during the hours fixed for time-workers a sum equal to such time-worker's wage with the addition of 12½ per cent.; and

(ii) If employed during any hour or hours or any part of any hour so that he shall earn such proportion of the weekly time-worker's wage as accords with the time the piece-worker is actually employed upon each class of work, with, in addition, the further sum of 12½ per cent. of such proportion.

(c) When an employee is employed upon piece-work to perform any of the functions or duties for which a time wage is fixed by this Determination and for which a piece-work rate is not fixed, then the minimum piece-work rates for such work shall be so calculated by the employer that an average adult worker may earn at the least at such piece-work rate, if employed during the hours fixed for work for time-workers, a sum equal to such time-worker's wage, with the addition of 12½ per cent., and such piece-work rates shall be notified to the employee before the work is commenced by him. All such piece-work rates so fixed shall be posted and kept posted in a conspicuous and easily accessible place in the workroom. Any such rate which provides a wage not less than that stipulated herein for an average adult worker, and which has been in operation for one month, shall remain unchanged unless a change is agreed to by the Printing Industry Employees Union of Australia or is made by this Wages Board.

(d) No undue advantage shall be given to one piece-worker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.

(e) Piece-workers required to clean bench, glue board or table, or floor, or any machine, shall be paid for the time he or she is occupied on such work at the rate provided herein for time-work for the class of work on which the employee is usually employed.

(f) Piece-workers shall have their work counted out for them and so arranged in a convenient place that no time will be lost. Glue, paste, and all other essentials shall be provided by the employer in proper condition to permit of the work being facilitated, and such materials shall be of good average quality.

(g) (i) The piece-worker shall be provided with a book in which the piece-worker is to enter the work performed by such piece-worker in such a manner as to clearly set out each and every operation performed by such piece-worker.

(ii) To the entries made as set out in the foregoing paragraph the employer shall affix the correct price of the work in ink, and shall return the book to the employee at the end of each day's work or within four hours of commencing work on the following day.

(iii) The piece-worker shall be entitled to take away such book at the end of each day's work, but shall bring such book back to the factory when arriving at the factory to commence work each day. Such book shall be and remain the property of the piece-worker.

(iv) All waiting time shall be entered in such book by the piece-worker.

(v) Nothing in this sub-clause (g) shall operate to prevent an employer from having his own book or other form of record for his own purposes kept in any manner he may desire, and in such book or other form of record he may require the piece-worker to make such entries as he deems to be necessary.

(h) When piece-workers are kept waiting for work or any materials, all waiting time shall be totalled up when the day's work is finished, and paid for at not less than the corresponding time-worker's rate. A piece-worker shall be deemed to be waiting for work unless directed not to remain on the employer's premises for work.

(j) A weekly piece-worker of more than five years' experience in the branch of the industry in which he is employed shall not for any other reason than inefficiency be changed to time-work (1) unless paid the corresponding time-worker's hourly rate with 12½ per cent. in addition; or (2) unless given one week's notice by the employer of his intention to require him to work as a time-worker.

(k) No system of payment by results other than that authorized by this Determination shall be permitted unless agreed to by the Printing Industry Employees Union of Australia or sanctioned by this Wages Board.

(l) Any system of payment by results in operation at the commencement date of this Determination may continue to operate, provided that its terms shall be posted in a conspicuous place in each work-room in which the work is being done, and kept posted. The terms of any such system may be changed from time to time with the consent in writing of the said Union or by a Determination of this Wages Board. Any such system when discontinued shall not be revived, except as provided in sub-clause (k) herein.

WAGES AND PAY DAY.

(19) Subject to clause (15) (e) hereof, an employee shall be paid his wages on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.

(20) No work shall be taken off the employer's premises to be executed by any employee.

TIME BOOK.

(21) (a) Each employer shall keep a time and wages book, correctly and fully written in ink, showing the name of each employee, and his occupation, the hours worked (including overtime) each day or night, and in respect of waiting time paid for under clause (18) (h) hereof the time of the commencement and the ending of each period of waiting time, and the wages, overtime and allowance paid each week; provided that the employer may at his option use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or, when a clock is installed, the time cards, shall be open for inspection by a duly accredited official of the Printing Industry Employees Union of Australia, or of the employer's employees, during the usual office hours at the office or other convenient place. The inspecting official shall be entitled to take and carry away a copy of any entry in such book or time card, and may in any relevant proceeding tender such copies in evidence. Every book or time card kept or made under this clause shall for at least twelve months after the making of any record thereon be kept by the employer at his place of business and shall be there open for inspection under this clause.

(b) Twenty-four hours' notice of the intention to inspect the time book shall be given to the employer whose book is to be inspected.

AUTHORIZED PERSON MAY ENTER FACTORY.

(22) (a) (1) The secretary-treasurer of the Printing Industry Employees Union of Australia, and
 (2) The secretary of the appropriate branch or sub-branch thereof of the said union, or
 (3) An officer of the appropriate branch or sub-branch thereof of the said union accredited in writing by the secretary of the branch

shall have power to enter and inspect during working hours any part of a printing factory or workshop in which any piece-work operation is being carried on, and to interview the employees in regard to piece-work rates and conditions of employment.

(b) At least four hours' notice shall be given to the employer or his representative by any such person or persons prior to his or their actual going on the premises, and the employer shall be notified of his or their arrival, and he or his representative shall be entitled to accompany any such person or persons, and shall provide access to the wages book and time sheet and records of any piece-work employee. Upon request of the said person the employer or his representative shall produce any work or part of any work done or in the course of being done by a piece-work employee. The work and duties of the employees shall be interfered with as little as possible by any such person.

UNION OFFICIAL VISITING FACTORY.

(23) Duly accredited representatives of the Printing Industry Employees Union of Australia shall have the right to enter employers' working establishments during the midday meal time for the purpose of interviewing employees on legitimate union business, on the following conditions:—

- (a) That the representative produces his authority to the employer or his representative.
- (b) That the representative interviews employees only at places where they are taking their meals.
- (c) That not more than two such representatives shall at any one time visit or be in any one working establishment, and if there are two representatives they shall both be there at the same time.
- (d) That if a working establishment shall have been visited by any such representative during a week it shall not be visited afterwards during the same week by any such representative.
- (e) That if any employer alleges that a representative is unduly interfering with his working establishment, or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the said union shall have the right to bring such refusal before this Wages Board which may thereupon rescind or otherwise deal with such refusal.

UNION DELEGATE.

(24) Not more than two delegates, chosen by and from the employees of an employer, shall be allowed the necessary time in working hours to interview the employer or his representative for the purpose of submitting grievances. If the members so chosen be piece-workers they shall be paid for such time the time-worker's wage in their branch of the industry.

SEATING PROVISION.

(25) (a) Any male employee whose work requires him to be seated shall be provided with a reasonably comfortable seat.
 (b) Any female employee whose work permits of her being seated or requires her to be seated shall be provided with a reasonably comfortable seat.

DETERMINATION, ETC., TO BE POSTED.

(26) A copy of this Determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees Union of Australia shall be permitted to post notices as to union meetings on a board at each establishment in a reasonable manner.

HEALTH NOTICES.

(27) Notices containing advice for the preservation of the health and protection of workmen, if provided by the Printing Industry Employees Union of Australia, shall be kept prominently posted and displayed in all workrooms by the employer.

HEALTH PROVISIONS

(28) (a) Dry cleaning shall not be permitted or carried out in any printing factory, workshop, or place. All establishments and workshops shall be efficiently ventilated.
 (b) The employer shall provide a suitable place for employees to wash their hands.
 (c) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.
 (d) Where artificial light is in use, effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.

FIRST-AID CHEST.

(29) The employer shall provide a first-aid chest, which shall be a suitable dustproof receptacle, made of either metal or wood, for the use of the employees, in some accessible place. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factories and Workshops in which not more than 30 Persons are Employed.	Any factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle ..	1 bottle
Bandages, cotton and gauze ..	½ doz. assorted sizes	1 doz. assorted sizes
Castor oil	½ ounce ..	2 ounces
Iodine, tincture of	1 ounce ..	2 ounces
Manual, First-aid	1 jar ..	1 jar
Petrolatum, carbolized	1 jar ..	1 jar
Picric acid solution, made according to the following recipe or prescription:—1½ teaspoonsful of powdered picric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water ..	.. ..	.. ..
Pins, safety	1 packet ..	1 packet
Sal-volatile	1 ounce ..	6 ounces
Scissors	1 pair ..	1 pair
Tourniquet	1 ..	1
Tweezers	1 pair ..	1 pair
Cotton, absorbent	} An adequate assortment	} An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		

INTERPRETATION OF THE DETERMINATION.

(30) (a) A time-worker's hourly rate for any work for which a weekly rate is prescribed by this Determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.
 (b) The word "factory" or 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 by employees.

(c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift, or any mixed day and night shift.

(d) "Adult male" shall mean (1) any male employee over 21 years of age, or (2) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean (1) any female employee over 21 years of age, or (2) any female employee of any age who has had five years' experience in the industry.

(e) A duly accredited or authorized official or person, member of the Printing Industry Employees Union of Australia, shall mean any officer or member of the said union or of the appropriate branch or sub-branch thereof who may be accredited in writing by the secretary-treasurer of the said union or by the appropriate branch secretary, and shall include the said secretary-treasurer and branch secretary. The words "branch secretary" shall mean the secretary of any State Branch of the said union.

Schedule "A".

PIECE-WORK RATES AND CONDITIONS FOR CARDBOARD BOX-MAKING.

The minimum rates to be paid for the classes of work hereinafter referred to in Parts 1, 2, and 3 of this Schedule when performed by piece-work employees and the conditions which shall govern and apply to all such piece-workers shall, subject to clauses (15) and (18) of this Determination, be the rates of pay and the conditions prescribed for the classes of work hereinafter set out.

In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid 6s. for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked.

PART 1.

CLAUSES APPLYING TO BOTH HAND AND MACHINE WORK.

1. Measurements: The following shall be observed:—

(a) To get any combined measurement of a rectangular shape, measure only one length and one width, and add together; add one depth where depth is mentioned. Where the shape is triangular, measure the triangle over its longest and shortest sides, or over two sides where all the sides are equal in length, and add together; add one depth where the depth is mentioned.

(b) To get the measurement of a box or lid, or anything connected with a box or lid when of a shape not rectangular, nor triangular, nor round, nor oval, the measurements shall (except where otherwise directed) be taken at the longest measurements in length and width, and then add one depth where depth is mentioned. When of a shape round or oval, the measurement shall be taken round the circumference and the resulting measurement halved, then add one depth where depth is mentioned.

(c) An extension top or bottom shall be measured to include the extension, as later shown under the heading "Tops or Bottoms, (3)."

(d) Subject to anything expressly stated in this Schedule to the contrary, "running inches" shall be ascertained over the longest measurements of the paper or material, and "width" shall be ascertained at the widest points of the paper or material.

2. Measurements on a box or lid shall be inside measurements.

3. When any measurement is described as "to" or "up to" it shall include the number to which it refers, and when any prescribed number of inches is exceeded the rate to be paid shall be the next highest rate prescribed.

4. The rates fixed in this Schedule are for boxes or lids, or parts in or in connexion therewith, made with any kind of material other than wood, and with any kind of adhesive. Where made wholly or partly of wood the rates herein shall be doubled except in respect to lathing and mousing.

5. Piece-work rates for the making of a box or lid do not include lidding, nesting, tying or parcelling, for which operations separate rates are prescribed.

6. When a piece-worker is required to use different coloured papers as covering, in prescribed quantities, she shall, unless such coloured papers and quantities are counted for her and so arranged as not to impede her work, be paid one-tenth above the rate fixed for the appropriate operations performed by her.

7. The rates of this Schedule shall be increased by one-half for each operation performed on a box or lid, or on any part of a box or lid, or on anything to be used in connexion with a box or lid, which is star-shaped, heart-shaped, half-moon or horse-shoe shaped, or similarly shaped; and by one-quarter when of any other shape, but not including any rectangular or triangular shape, and not including any round or oval shape having a circumference 22 inches or over and of a depth $\frac{3}{4}$ inches or over.

The foregoing extra charges shall not apply to (a) full top papers or bottom papers for rectangular or triangular boxes or lids, with the corners cut out, for which see the section headed "Tops or Bottoms," 1 (b), in Part 2 of this Schedule; or to (b) snipping, nesting, tying, parcelling, or taping; or to (c) affixing labels or seals.

8. Where for any reason any piece-worker has to perform any operation on work which has been given to her in any quantity less than three dozen she shall be paid for each and every operation performed on such work at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board; provided that this clause shall not apply where an employee is occupied upon any such quantity for a period longer than one hour. In addition to any other work to which this clause applies it shall apply to nesting, tying, parcelling and taping.

9. When a rate is fixed for an operation and associated with it there is a minimum payment per gross (as distinct from the lowest prescribed piece-work rate) such minimum payment shall be made in all cases where the piece-worker is unable to earn such minimum payment if paid such lowest prescribed rate only.

Extra charges contained in this Schedule shall not be included to make up the minimum.

Where the quantity of work done by any piece-worker is less than one gross, the payment for such quantity shall be in proportion to the minimum payment per gross.

10. Where strawboard or leatherboard is referred to herein, the term shall be taken to include similar materials in each class.

11. The equivalent thickness of each one ounce in the weight of any board shall be $\frac{3}{1000}$ ths of an inch, that is to say, a 10-oz. board, or a board of a caliper of .030, equals $\frac{30}{1000}$ ths of an inch.

12. Each extra charge under the Schedule shall be computed independently of any other extra charge which any class of work may carry; that is to say, the charge for any work (before adding any extra charges), shall be ascertained, and where such charge has to be increased by one-fourth and one-half, it shall, if of $\frac{1}{-}$, become $\frac{1}{3}$ and then $\frac{1}{9}$.

13. In this Schedule, wherever appearing, the contraction "l" shall mean length, "w" width, and "d" depth.

14. In this Schedule any reference to the Union shall mean the Victorian Branch of the Printing Industry Employees' Union of Australia.

15. Waiting Time: See Determination clause (18) (h); also Part 3, Machine Work, of this Schedule.

PART 2

Hand Work Only.

(Classes of work arranged alphabetically.)

Backs. length and width of back.

(a) Backs (when back paper is a separate piece from the box band)—

Up to 10	15	20	25 inches.
Rate 8d.	10d.	1s.	1s. 3d. per gross of backs.

(b) Backs (when back paper is a separate piece from the box band, and when the back acts as a hinge or extends over a hinge)—

Up to 10	15	20	25 inches.
Rate 10d.	1s.	1s. 3d.	1s. 6d. per gross of backs.

Handing, Ordinary Topping and Bottoming, and Inside Lining.

Column 1 defined:—Where the shape is rectangular, or triangular, the figure below is the combined measurement of one longest side and one shortest side, or the combined measurement of two sides where all sides are equal; where the shape is round or oval, the figure below is the circumference divided by two; where the shape is other than as aforementioned, the figure below is the length measured at the longest point plus the width measured at the widest point.

Column 1.	Column 2. Box or Lid or Tray Bandings.	Column 3. Ordinary Topping or Bottoming.	Column 4. Inside Lining.
	£ s. d.	£ s. d.	£ s. d.
Up to 10 in. x up to 1 in. deep	0 1 8	0 0 7	0 3 4
Up to 10 in. x up to 2 in. deep	0 1 10	0 0 7	0 3 8
Up to 10 in. x up to 3 in. deep	0 2 0	0 0 7	0 4 0
Up to 10 in. x up to 4½ in. deep	0 2 4	0 0 7	0 4 8
Up to 10 in. x up to 6 in. deep	0 2 8	0 0 7	0 5 4
Up to 10 in. x up to 7½ in. deep	0 3 1	0 0 7	0 6 2
Up to 10 in. x up to 9 in. deep	0 3 6	0 0 7	0 7 0
Up to 15 in. x up to 1 in. deep	0 1 11	0 1 0	0 3 10
Up to 15 in. x up to 2 in. deep	0 2 2	0 1 0	0 4 4
Up to 15 in. x up to 3 in. deep	0 2 5	0 1 0	0 4 10
Up to 15 in. x up to 4½ in. deep	0 2 9	0 1 0	0 5 6
Up to 15 in. x up to 6 in. deep	0 3 1	0 1 0	0 6 2
Up to 15 in. x up to 7½ in. deep	0 3 5	0 1 0	0 6 10
Up to 15 in. x up to 9 in. deep	0 3 10	0 1 0	0 7 8
Up to 15 in. x up to 10½ in. deep	0 4 3	0 1 0	0 8 6
Up to 15 in. x up to 12 in. deep	0 4 9	0 1 0	0 9 6
Up to 15 in. x up to 14 in. deep	0 5 4	0 1 0	0 10 8
Up to 15 in. x up to 16 in. deep	0 5 9	0 1 0	0 11 6
Up to 20 in. x up to 1 in. deep	0 2 3	0 1 1	0 4 6
Up to 20 in. x up to 2 in. deep	0 2 6	0 1 1	0 5 0
Up to 20 in. x up to 3 in. deep	0 2 9	0 1 1	0 5 6
Up to 20 in. x up to 4½ in. deep	0 3 5	0 1 1	0 6 10
Up to 20 in. x up to 6 in. deep	0 3 10	0 1 1	0 7 8
Up to 20 in. x up to 7½ in. deep	0 4 3	0 1 1	0 8 6
Up to 20 in. x up to 9 in. deep	0 4 8	0 1 1	0 9 4
Up to 20 in. x up to 10½ in. deep	0 5 3	0 1 1	0 10 6
Up to 20 in. x up to 12 in. deep	0 5 10	0 1 1	0 11 8
Up to 20 in. x up to 14 in. deep	0 6 4	0 1 1	0 12 8
Up to 20 in. x up to 16 in. deep	0 7 0	0 1 1	0 14 0
Up to 25 in. x up to 1 in. deep	0 2 11	0 1 3	0 5 10
Up to 25 in. x up to 2 in. deep	0 3 2	0 1 3	0 6 4
Up to 25 in. x up to 3 in. deep	0 3 9	0 1 3	0 7 6
Up to 25 in. x up to 4½ in. deep	0 4 4	0 1 3	0 8 8
Up to 25 in. x up to 6 in. deep	0 4 8	0 1 3	0 9 4
Up to 25 in. x up to 7½ in. deep	0 5 6	0 1 3	0 11 0
Up to 25 in. x up to 9 in. deep	0 5 11	0 1 3	0 11 10
Up to 25 in. x up to 10½ in. deep	0 6 5	0 1 3	0 12 10
Up to 25 in. x up to 12 in. deep	0 6 9	0 1 3	0 13 6
Up to 25 in. x up to 14 in. deep	0 7 2	0 1 3	0 14 4
Up to 25 in. x up to 16 in. deep	0 8 1	0 1 3	0 16 2
Up to 30 in. x up to 1 in. deep	0 3 8	0 1 7	0 7 4
Up to 30 in. x up to 2 in. deep	0 3 11	0 1 7	0 7 10
Up to 30 in. x up to 3 in. deep	0 4 5	0 1 7	0 8 10
Up to 30 in. x up to 4½ in. deep	0 5 1	0 1 7	0 10 2
Up to 30 in. x up to 6 in. deep	0 5 7	0 1 7	0 11 2
Up to 30 in. x up to 7½ in. deep	0 6 1	0 1 7	0 12 2
Up to 30 in. x up to 9 in. deep	0 6 8	0 1 7	0 13 4
Up to 30 in. x up to 10½ in. deep	0 7 2	0 1 7	0 14 4
Up to 30 in. x up to 12 in. deep	0 7 7	0 1 7	0 15 2
Up to 30 in. x up to 14 in. deep	0 8 0	0 1 7	0 16 0
Up to 30 in. x up to 16 in. deep	0 8 9	0 1 7	0 17 6
Up to 35 in. x up to 1 in. deep	0 4 0	0 1 10	0 8 0
Up to 35 in. x up to 2 in. deep	0 4 6	0 1 10	0 9 0
Up to 35 in. x up to 3 in. deep	0 5 0	0 1 10	0 10 0
Up to 35 in. x up to 4½ in. deep	0 5 9	0 1 10	0 11 6
Up to 35 in. x up to 6 in. deep	0 6 3	0 1 10	0 12 6
Up to 35 in. x up to 7½ in. deep	0 6 9	0 1 10	0 13 6
Up to 35 in. x up to 9 in. deep	0 7 2	0 1 10	0 14 4
Up to 35 in. x up to 10½ in. deep	0 7 9	0 1 10	0 15 6
Up to 35 in. x up to 12 in. deep	0 8 2	0 1 10	0 16 4
Up to 35 in. x up to 14 in. deep	0 9 2	0 1 10	0 18 4
Up to 35 in. x up to 16 in. deep	0 10 2	0 1 10	0 20 4
Up to 40 in. x up to 1 in. deep	0 4 7	0 2 1	0 9 2
Up to 40 in. x up to 2 in. deep	0 5 1	0 2 1	0 10 2
Up to 40 in. x up to 3 in. deep	0 5 10	0 2 1	0 11 8
Up to 40 in. x up to 4½ in. deep	0 6 9	0 2 1	0 13 6
Up to 40 in. x up to 6 in. deep	0 7 2	0 2 1	0 14 4
Up to 40 in. x up to 7½ in. deep	0 7 9	0 2 1	0 15 6
Up to 40 in. x up to 9 in. deep	0 8 3	0 2 1	0 16 6
Up to 40 in. x up to 10½ in. deep	0 8 10	0 2 1	0 17 8
Up to 40 in. x up to 12 in. deep	0 9 9	0 2 1	0 19 6
Up to 40 in. x up to 14 in. deep	0 10 9	0 2 1	0 21 6
Up to 40 in. x up to 16 in. deep	0 11 9	0 2 1	0 23 6
Up to 45 in. x up to 1 in. deep	0 5 0	0 2 6	0 10 0

Column 1.	Column 2. Box or Lid or Tray Bandings.	Column 3. Ordinary Topping or Bottoming.	Column 4. Inside Lining.
	£ s. d.	£ s. d.	£ s. d.
Up to 45 in. x up to 2 in. deep	0 5 7	0 2 6	0 11 2
Up to 45 in. x up to 3 in. deep	0 6 5	0 2 6	0 12 10
Up to 45 in. x up to 4½ in. deep	0 7 2	0 2 6	0 14 4
Up to 45 in. x up to 6 in. deep	0 7 8	0 2 6	0 15 4
Up to 45 in. x up to 7½ in. deep	0 8 2	0 2 6	0 16 4
Up to 45 in. x up to 9 in. deep	0 8 9	0 2 6	0 17 6
Up to 45 in. x up to 10½ in. deep	0 9 3	0 2 6	0 18 6
Up to 45 in. x up to 12 in. deep	0 10 0	0 2 6	1 0 0
Up to 45 in. x up to 14 in. deep	0 10 9	0 2 6	1 1 6
Up to 45 in. x up to 16 in. deep	0 12 0	0 2 6	1 4 0
Up to 50 in. x up to 1 in. deep	0 5 7	0 3 3	0 11 2
Up to 50 in. x up to 2 in. deep	0 6 4	0 3 3	0 12 8
Up to 50 in. x up to 3 in. deep	0 7 1	0 3 3	0 14 2
Up to 50 in. x up to 4½ in. deep	0 7 10	0 3 3	0 15 8
Up to 50 in. x up to 6 in. deep	0 8 3	0 3 3	0 16 6
Up to 50 in. x up to 7½ in. deep	0 8 9	0 3 3	0 17 6
Up to 50 in. x up to 9 in. deep	0 9 5	0 3 3	0 18 10
Up to 50 in. x up to 10½ in. deep	0 9 11	0 3 3	0 19 10
Up to 50 in. x up to 12 in. deep	0 10 9	0 3 3	1 1 6
Up to 50 in. x up to 14 in. deep	0 11 9	0 3 3	1 3 6
Up to 50 in. x up to 16 in. deep	0 12 9	0 3 3	1 5 6
Up to 55 in. x up to 1 in. deep	0 6 0	0 3 9	0 12 0
Up to 55 in. x up to 2 in. deep	0 7 2	0 3 9	0 14 4
Up to 55 in. x up to 3 in. deep	0 8 8	0 3 9	0 17 4
Up to 55 in. x up to 4½ in. deep	0 9 2	0 3 9	0 18 4
Up to 55 in. x up to 6 in. deep	0 9 9	0 3 9	0 19 6
Up to 55 in. x up to 7½ in. deep	0 10 3	0 3 9	1 0 6
Up to 55 in. x up to 9 in. deep	0 10 9	0 3 9	1 1 6
Up to 55 in. x up to 10½ in. deep	0 11 3	0 3 9	1 2 6
Up to 55 in. x up to 12 in. deep	0 11 10	0 3 9	1 3 8
Up to 55 in. x up to 14 in. deep	0 12 11	0 3 9	1 5 10
Up to 55 in. x up to 16 in. deep	0 13 9	0 3 9	1 7 6
Up to 60 in. x up to 1 in. deep	0 6 7	0 4 8	0 13 2
Up to 60 in. x up to 2 in. deep	0 7 11	0 4 8	0 15 10
Up to 60 in. x up to 3 in. deep	0 9 3	0 4 8	0 18 6
Up to 60 in. x up to 4½ in. deep	0 10 3	0 4 8	1 0 6
Up to 60 in. x up to 6 in. deep	0 10 9	0 4 8	1 1 6
Up to 60 in. x up to 7½ in. deep	0 11 3	0 4 8	1 2 6
Up to 60 in. x up to 9 in. deep	0 11 10	0 4 8	1 3 8
Up to 60 in. x up to 10½ in. deep	0 12 4	0 4 8	1 4 8
Up to 60 in. x up to 12 in. deep	0 12 10	0 4 8	1 5 8
Up to 60 in. x up to 14 in. deep	0 13 10	0 4 8	1 7 8
Up to 60 in. x up to 16 in. deep	0 15 0	0 4 8	1 10 0

The foregoing prices are for one gross of boxes, lids, trays, or slides. (Subject, as to slides, to the charges contained under the heading "Slide").

For other kinds of Tops or Bottoms see Section headed "Tops or Bottoms" (including Sub-section 8, Loose Wrapping Lids) and for other kinds of Linings, see Section headed "Lining on Set-up Work" in this Part of the Schedule.

Bandings Extras—

The following matters relate to the foregoing banding, &c., tables.—

- (a) Box or lid band, where full depth inside as well as outside—The banding rate shall be paid, increased by one-half.
- (b) Box or lid band, where full depth inside as well as outside, and small portion turns on inside top or inside bottom—the banding rate shall be paid increased by three-fourths.
- (c) Where banding extends over the mouth of the box and covers a lath made of material other than wood, the banding rate shall be paid, increased by one-eighth, and where wood is used, the rate shall be increased by one-fifth.
- (d) Where banding is required to show one or two edges on lid or box or tray or slide it shall be paid for at the banding rate.
- (e) Where a box band or lid band covers three sides, the banding rate shall be paid as though the box or lid were covered on all sides.
- (f) Where banding is used to block "blocked in" tops or bottoms, the banding rate shall be paid, increased by one-third.
- (g) Where banding or full topping or full bottoming has to be performed on a box or lid or tray, measuring in combined length and width more than 4 inches, which has not been stayed, and such banding gives to the box or lid or tray the shape as though it were stayed, the appropriate rate shall be paid, increased by one-fourth.

Binding.

- (a) Binding (after box or lid is set up), $\frac{3}{4}$ d. per gross of running inches of binding material.
- (b) Minimum per gross of pieces of binding material used, 9d. No payment shall be made for joins.

Binding, as distinguished from edging, or staying, is reinforcing material used to bind a box or lid, to give it extra strength.

Blocking.

- (a) Blocking lid or box, using paper strips— $\frac{1}{4}$ d. per gross of running inches.
Minimum per gross of boxes or lids, $\frac{1}{3}$.
- (b) Blocking lid or box, using adhesive only, without the aid of paper strips, shall be charged as though the operation was performed with paper strips, less one-quarter.

Blocks, &c., gluing in to or on to boxes.

- (a) Blocks, tray ledges, or supports, measuring—
Up to 6 inches, per gross of blocks—9d.
Over 6 and up to 10 inches, per gross of blocks— $10\frac{1}{4}$ d.
Over 10 and up to 20 inches, per gross of blocks—1s. 2d.
Over 20 and up to 30 inches, per gross of blocks—1s. 6d.
Over 30 inches, per gross of blocks—2s.
- (b) A block tray ledge, or support, when made up, shall be measured length plus width plus depth, where it has a measurable depth.
- (c) Where blocks, tray ledges, or supports have to be stayed and/or covered they shall be paid for at the appropriate staying and/or banding and/or topping rate.

Bottoms (see Banding, &c., Table; also Section headed "Tops or Bottoms").**Calico, Cloth, &c.**

Where in any class of work materials such as calico (except where used on hinging or the reinforcing of tabs), cloth, croydon, holland, bookcloth, flax sheeting, or varnished or metallic paper, or such like papers are used, the rate fixed for the operation involving the use of any such material shall be increased by one-fifth.

Collars.

For the operation of covering and gluing in of collars, the piece-worker shall be paid the appropriate rate, for the work performed, in the Section headed "Shoulders" in this Part of the Schedule.

Containers for Powder Boxes and Like Boxes.

- (a) Baking paper containers, with folded tops, and putting into powder boxes, per gross of containers— $\frac{3}{9}$.
- (b) Making paper containers with folded tops, outside or inside, which are affixed to mouth of box, per gross of containers— $\frac{1}{8}$.
- (c) The rates set out in (a) and (b) herein shall apply to boxes not exceeding 5 inches square at the mouth.
In any case where the piece-worker is employed on work exceeding this size, she shall be paid at the corresponding time-workers' rate, with $12\frac{1}{2}$ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

Corner Tipping.

(Corner tipping shall mean the fixing diagonally of material across the corners of a box or lid, or the reinforcing at the corner of the staying on a box or lid).

- (a) Charge the appropriate hand-staying rate, when reinforcing the staying on a box or lid.
- (b) Charge 8d. per gross of corners when fixing diagonally material across the corners of a box or lid.

Covered Boards.

- (a) Covered and faced boards shall be paid for at treble the ordinary topping rate; if covered but not faced, the ordinary topping rate shall be doubled.
- (b) Fall fronts, covered and faced, or covered but not faced, shall be paid for as provided in paragraph (a) for the respective class of work.
- (c) "Covered" means lined on one side with a small turn over the edges to the other side.
- (d) "Faced" means a lining on one side, after the other side has been covered and turned over the edges.
- (e) For boards covered on one or two sides, and covering not turned over on edges, see Section headed "Lining on Flat," in this Part of the Schedule.
- (f) Where covered boards have a loose wrap cover, see 8 (g) in the Section headed "Tops or Bottoms" of this Part of the Schedule.

Edging (see Mouthing).**Fall Fronts (see Covered Board Section for rates).****Flanged Cards and Loose Ends.**

l. and w. of cards, or ends, or sides.

- (a) Affixing loose ends or sides not flanged or one flange to box or lid—

Up to 10	15	20	25	30	35	40 inches.
Rate 7d.	7 $\frac{1}{4}$ d.	9d.	10d.	1s.	1s. 3d.	1s. 4 $\frac{1}{4}$ d. per gross ends or sides.

- (b) Flanged cards, other than ends or sides, affixed to a box or lid—

Up to 10	15	20	25	30	35	40 inches.
Rate 9d.	10d.	1s. 1d.	1s. 3d.	1s. 5d.	1s. 7d.	1s. 9d. per gross of cards.

- (c) Affixing loose ends or sides to box or lid where box, lid, sides or ends are flanged on three edges—

Up to 10	15	20	25	30	35	40 inches.
Rate 2s. 1d.	2s. 3d.	2s. 6d.	2s. 11d.	3s. 4d.	3s. 9d.	4s. 2d. per gross ends or sides.

When measuring any of the foregoing length and width of cards, or ends or sides, include flange.

Flying of Boxes.

- (a) Per gross of running inches of flying material, $\frac{3}{4}$ d.
- (b) Minimum per gross of flies, 8d.
- (c) Where the box contains only one fly, the above rates shall be increased by one-eighth. This extra rate shall not be paid where a box does not exceed 12 inches in length or 4 inches in width.
- (d) Where tissue paper is used the rates in paragraphs (a), (b), or (h) shall be increased by one-tenth.
- (e) Where a hinged box is fitted with a fly after being made up, where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra; and 9d. per gross of boxes extra where this measurement is exceeded.
- (f) A fly in two or more pieces on any one side, shall be subject to payment for joins, as set out in the section headed Joins, later shown in this Schedule.
- (g) Where the combined length, width, and depth measurement of box is up to 35 in., the rate shall be that prescribed in (a) or (b) herein.
- (h) Where the combined length, width, and depth measurement of box exceeds 35 in., the rate shall be $\frac{1}{4}$ d., and the minimum per gross of flies, 11d.

Gluing.

- (a) Where the paper used for banding, lining, ordinary topping, full topping, ordinary bottoming, full bottoming, labelling, edging, or mouthing, or for any similar purpose:—
- Is supplied to a piece-worker continuously and without causing her any delay from a gluing machine which is fed and looked after by some other person, the appropriate rate for the operation performed shall be reduced by one-fourth.
 - Is glued by a piece-worker on a power driven gluing machine (other than a banding machine) which she only uses and feeds, the appropriate rate for the operation performed shall be reduced by one-third.
 - Is glued by a piece-worker herself by the use of a Jagenberg roto-gluer, or a machine of like make, the appropriate rate for the work shall be reduced by one-sixth.
- (b) An employer who by the use of a machine or other device, eliminates hand-gluing by a piece-worker, and thereby provides the piece-worker with her material glued by some other person, other than by a process mentioned above may arrange with the Union an appropriate reduction in the prescribed piece-work rate, or failing agreement, may arrange such reduction with this Wages Board.

Extras.—Where (1) paper curls when glued, or (2) tissue paper or like thin paper is used, and a piece-worker is materially delayed as a consequence, the appropriate rate for her work shall be increased by one-fourth, or alternately, the piece-worker shall be paid at the corresponding time-worker's rate, with $12\frac{1}{2}$ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

Hinges.

- | | |
|--|-------|
| | s. d. |
| (a) Using paper or calico, per gross of running inches of hingeing material—inside or outside | 0 1½ |
| (b) Minimum per gross of hinges—inside or outside | 0 10 |
| (a) Using other material than paper or calico, including cloth, croydon, holland, bookcloth, flax sheeting or varnished or metallic paper, or such like papers, per gross of running inches of hingeing material—inside or outside | 0 1½ |
| (d) Minimum per gross of hinges—inside or outside | 1 1 |
| (e) Where an inside hinge is covered by a strip of covering paper, the width of which strip approximates the width of the hinge, the rate for affixing such strip shall be 1d. per gross of running inches of material used. | |
| (f) Minimum per gross of strips | 0 8 |

Joins.

- (a) On banding, topping, bottoming, edging, and like operations (except lacing which is provided for in (e) of clause headed "Lacing"), where any box, or lid, or tray is less than 18 inches, measured over one length and one width, if more than one piece of material is used, shall be charged 3d. per gross of joins, except where any charge is expressly excluded in this Schedule.
- (b) Two pieces of material shall mean one join; three pieces, two joins; four pieces, three joins; additional pieces, shall be calculated in the same way.
- (c) Flies in two or more pieces on any one side shall be counted as set out in paragraph (b) herein and charged 3d. per gross of joins.

Labels, Seals, &c.

1. and w. of label or seal.
- | | | | | | | | | |
|----------|-----|------|---------|---------|---------|-----|---------|--------|
| Up to 8 | 10 | 15 | 20 | 25 | 30 | 35 | 40 | inches |
| Rate 5d. | 6d. | 10d. | 1s. 1d. | 1s. 6d. | 1s. 9d. | 2s. | 2s. 3d. | |
- (b) Where the depth of a box or lid exceeds 10 inches the foregoing rates shall be increased by one-fourth.
 - (c) Where any box or lid exceeds 25 inches in its combined length and width, the appropriate rate shall be paid, increased by one-third.
 - (d) When a label takes the place of a band, top, bottom, or lining it shall be paid for at the rate for the operation it supersedes, in addition to the extra for printed matter contained in the clause headed "Printed Coverings, &c.," in this Part of the Schedule.
 - (e) Where a hinged box is labelled after being made up, and the lid has to be lifted to place the label in position, and where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra; and 9d. per gross of boxes extra where this measurement is exceeded.
 - (f) Where labels are affixed to the end of a box, and turned over on to bottom of the box, the appropriate rates shall be increased by one-fourth.
 - (g) Where seals, &c., are affixed to boxes, lids, or trays, and turned-in on inside, the appropriate rate shall be increased by one-quarter.
 - (h) The foregoing rates are for labels, seals, &c., on the outside of a box or lid. If such work is done on the inside, after the box or lid is made up, the appropriate rate shall be increased by one-fifth, where the depth of the box or lid does not exceed 2 inches, and by one-fourth, where it exceeds this measurement.
- For labelling on hinged lids, see (e) under the heading "Lining on Set-up Work," in this Part,
- (i) **Boot Box Labels.**—Where labels for the ends of boot boxes or lids are glued by a piece-worker on a power-driven machine which she only uses and feeds, and the duties of the pieceworker in each week are solely confined to the labelling of boot boxes, the appropriate rate for such labelling shall be 3½d. per gross of labels.
- Labels are subject to the charges for labels herein (see section headed "Labels").

Lacing.

- (a) If put on inside or outside box, lid, or tray, per gross of running inches of lacing material—½d.
- (b) The minimum per gross of pieces of lace, when the lace is inside, shall be 5d., and the minimum per gross of boxes when the lace is outside, shall be 1s. 6d.

- (c) Where a hinged box is laced after being made up, and where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra, and 9d. per gross of boxes extra if this measurement is exceeded.
- (d) Where lacing has to be performed on a box, lid, or tray, which has not been stayed, and such lacing gives to the box or lid or tray the shape as though it were stayed, the appropriate rate shall be increased by one-fourth.
- (e) Lacing on any side or end of a box in two or more pieces shall be charged 3d. per gross of joins.

Laps, &c.

Laps (where a piece of strawboard or similar material overlaps and is fixed by adhesive) in the making of a rim or shoulder of a box or lid, or any part thereof, shall be charged—

Up to 10	15	20	25	inches in length of gluing edge
Rate 6d.	7½d.	9d.	10½d.	per gross of laps.

When strawboard or similar material is joined without an overlap, and is fixed with a piece of staying material, see section headed "Strips" in this Part of the Schedule.

Lathing Boxes.

- | | |
|--|-------|
| | s. d. |
| (a) Gluing wood laths round mouth of box or lid, per gross of running inches of lathing material | 0 0½ |
| (b) Gluing laths (i.e., flanges or rims), of strawboard, &c., round mouth of box or lid, per gross of running inches of lathing material | 0 0½ |
| (c) Turning down overlap round mouth of box and gluing down overlap on to sides and ends of boxes, per gross of running inches | 0 0½ |
| (d) The minimum per gross of boxes or lids shall be | 1 10½ |
| (e) A pieceworker, if tacking wood laths around mouth of box shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piecework rate complying with the terms of clause (18) (b) of the Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board. | |

Lidding, Tying, and Nesting.

	Lidding.	Tying.	Nesting.	
	d.	d.	d.	
Up to and including 15 inches	3	1	1½	Measure length, plus width plus depth
Over 15 and up to 30 inches	3	2	1½	
Over 30 and up to 45 inches	5	3	2½	
Over 45 inches	7	4	3½	Per gross boxes

- Nest of 2—pay for nesting 1 gross
 - Nest of 3—pay for nesting 2 gross
 - Nest of 4—pay for nesting 3 gross
- Pay by largest size.
- For each additional nest, pay for an additional gross in each case.
- For the operation of turning over flange, round the mouth of a box (as on a millinery box), the pieceworker shall be paid the appropriate lidding rate herein.
- Bands of paper placed round bundles covering four sides and caught under string, 1½d. per gross of boxes extra.

Lidding and Tying of Boot Boxes.

A pieceworker whose duties in each week are solely confined to the lidding and tying of boot boxes, shall be paid for such work 4½d. per gross of boxes.

Lining on Set-up Work.

- (a) The price fixed in column 4 of the Banding, &c., Table, in this Part of the Schedule, is for the complete inside lining of a gross of boxes, lids, trays, or slides, and shall be paid whether the lining material covering the sides and ends is turned on to the top or bottom of any box, lid, tray, or slide, or is done in some other way.
- (b) Where any work has to be completely lined inside, the pieceworker shall have the right to complete the lining of the sides, ends, and the top or bottom of her work; in any case where she is not required to do all these several operations, she shall be paid as though she had done them all.

- (c) Where a hinged box or lid is lined after being made up, and where the combined length and width of box does not exceed 20 inches, it shall be paid 6d. per gross of boxes extra, and 9d. per gross where this measurement is exceeded.
- (d) When a set-up lid is lined on the inside top, or a set-up box is lined on the inside bottom, and such lining does not turn on to the sides or ends of the lid or box, the appropriate "ordinary topping" or "ordinary bottoming" rate provided in column 3 of Banding, &c., Table, in this Part of the Schedule, shall be paid, increased by one-fifth where the depth does not exceed 1 inch, and by one-fourth where this depth is exceeded.
- (e) Where a plain or printed lining or label covers the whole or inside of a set-up hinged lid, without extending to the sides or ends, and such lining or label does not cover a hinge, nor extend into the box, the appropriate labelling rate shall be paid; where such lining or label covers a hinge, or extends into the box, the appropriate labelling rate shall be paid and one-fourth in addition. Where the lining or label extends to the sides or ends, it shall be paid for as provided in (a) herein.

Lining on Flat (i.e., before the work is set up)—

Where one piece of material is used to line one piece of board the appropriate "ordinary topping" or "ordinary bottoming" rate provided in column 3 of Banding, &c., Table, in this Part of the Schedule, shall be paid. Where more than one piece of material is used, the payment shall be for each piece of material.

Loose Ends, &c. (See Flanged Cards and Loose Ends, &c.)

Loose Pieces, &c. (See also (f) of Partitions, &c.)

- (a) Putting loose lining, division pieces, loose cards, or loose shelves into boxes, without gluing or placing such into position, whether of corrugated or plain material, per gross of boxes—

	<i>s.</i>	<i>d.</i>
One piece in each box	0	1½
Two pieces in each box	0	2½
Three pieces in each box	0	3
Four pieces in each box	0	3½
Six pieces in each box	0	5
Eight pieces in each box	0	7
Ten pieces in each box	0	9
Twelve pieces in each box	0	10
- (b) Where corrugated or plain material has to be placed in position, without glue, the rate shall be increased by one-half; if with glue, the rate shall be quadrupled. If lining goes round sides and ends of box, count one piece for each side or end.

Mouthing or Edging, or Trimming.

- | | | |
|--|-----------|-----------|
| | <i>s.</i> | <i>d.</i> |
| (a) Boxes or lids or trays or slides per gross of running inches of edging or mouthing material | 0 | 0½ |
| (b) Minimum per gross of mouthings or edgings Where the edging or mouthing material is in pieces the minimum charge herein shall apply to each piece of material used. No charge shall be made for joins. | 1 | 0 |
| (c) Partitions, divisions, &c., per gross of running inches of edging or mouthing material | 0 | 0½ |
| (d) Minimum per gross of pieces of edging or mouthing material. No charge shall be made for joins | 0 | 9 |
| (e) Cards, boards, &c., per gross of running inches of edging or mouthing material | 0 | 0½ |
| (f) Minimum per gross of edgings or mouthings Where the edging or mouthing material is in pieces the minimum charge herein shall apply to each piece of material used. No charge shall be made for joins. | 1 | 0 |
| (g) Mouthing on boxes where lath is wood or other material, per gross of running inches of mouthing material | 0 | 1 |
| (h) Minimum per gross of boxes | 2 | 0 |
| (i) Where edging is used to block "blocked in" tops or bottoms, the appropriate rate in paragraph (a) in the section in this schedule headed "Blocking" shall be paid, increased by one-eighth. | | |
| (j) Where edging or mouthing has to be performed on a box or lid which has not been stayed, and such edging or mouthing gives to the box or lid the shape as though it were stayed, the appropriate rate shall be increased by one-fourth. | | |
| (k) For rates for Edging Extension Tops or Bottoms, see Tops or Bottoms (3), (f), (g), and (k). | | |
| (l) For rates for the mouthing, edging, trimming, banding, or otherwise covering of a shoulder, see the section of this part of the Schedule headed Shoulders. | | |

Nesting. (See Lidding, Tying, and Nesting.)

Panels.

Panels shall be paid for as labels, and the rates and conditions contained in paragraphs (a) to (h) under the heading Labels, Seals, &c., of this Part of the Schedule shall apply.

Parcelling and Labelling or Marking Parcels.

	<i>Gr. boxes</i>
	<i>s. d.</i>
Packing in parcels of ¼ doz. (36 parcels to gross)	1 5
Packing in parcels of ½ doz. (24 parcels to gross)	1 1
Packing in parcels of 2-3rd. doz. (18 parcels to gross)	0 9½
Packing in parcels of 1 doz. (12 parcels to gross)	0 6½
Packing in parcels of 1½ doz. (8 parcels to gross)	0 4½
Packing in parcels of 2 doz. (6 parcels to gross)	0 3½
Packing in parcels of 3 doz. (4 parcels to gross)	0 2½
Packing in parcels of 4 doz. (3 parcels to gross)	0 2½
Packing in parcels of 6 doz. or over (2 parcels or less to gross)	0 2

Partitions.

- (a) Fixing in boxes with adhesive, single flanged partition (not slotted), per gross of partitions (include end and bottom flanges when measuring)—

	<i>l. and w. of partition.</i>									
	15	20	25	30	35	40	45	50	55	60
	<i>inches</i>									
Rate	9s. 1s.	1d. 1s.	2d. 1s.	3d. 1s.	4d. 1s.	5d. 1s.	6d. 1s.	7d. 1s.	8d. 1s.	8d.

- (b) Fixing in boxes, with adhesive, partitions made of one piece of material, scored or creased to form a number of compartments, and fixed at bottoms or at sides, per gross of boxes—

	<i>Up to and including 5 compartments in each box—</i>									
	15	20	25	30	35	40	45	50	55	60
	<i>inches</i>									
Rate	2s. 3d.	2s. 8d.	3s.	3s. 4d.	3s. 9d.	4s. 2d.	4s. 6d.	4s. 6d.	4s. 6d.	per gross.
	<i>Over 5 and up to 10 compartments in each box—</i>									
Rate	3s. 5d.	3s. 9d.	4s. 1d.	4s. 6d.	4s. 10d.	5s. 3d.	5s. 7d.	<i>per gross.</i>		
	<i>Over 10 and up to 15 compartments in each box—</i>									
Rate	4s. 6d.	4s. 11d.	5s. 3d.	5s. 7d.	6s. 6s.	6s. 5d.	6s. 9d.	<i>per gross.</i>		
	<i>Over 15 and up to 20 compartments in each box—</i>									
Rate	6s. 9d.	7s. 2d.	7s. 6d.	7s. 10d.	8s. 3d.	8s. 8d.	9s.	<i>per gross.</i>		
	<i>Over 20 compartments in each box—</i>									
Rate	10s. 2d.	10s. 6d.	10s. 10d.	11s. 3d.	11s. 8d.	12s. 12s.	12s. 4d.	<i>per gross.</i>		

Where fixed at the bottom and sides the foregoing rates shall be increased by one-fourth.

- (c) Partitions shall be charged by length and width of material, measured flat.

- (d) *Compartments Made by Boxes.*—Where boxes are inserted into other boxes so as to make compartments (as distinct from nests), such inserting work shall be paid—

- (1) Where the number of boxes inserted, and not fixed with adhesive, is—

	<i>s.</i>	<i>d.</i>
Up to 6	0	8
For each additional 6 or part thereof	0	7

- (2) Where the number of boxes inserted, and fixed by adhesive, is—

	<i>s.</i>	<i>d.</i>
Up to 6	1	9
For each additional 6 or part thereof	1	2

- (3) The prices are per gross of outer boxes. Inserted boxes shall not be counted.

- (e) *Locking Slotted Partitions.*—

	<i>s.</i>	<i>d.</i>
Up to and including 4 compartments, per gross sets of any size	0	4
Over 4 and up to 6 compartments, per gross sets of any size	0	5
Over 6 and up to 12 compartments, per gross sets of any size	0	9
Over 12 and up to 18 compartments, per gross sets of any size	1	6
Over 18 and up to 24 compartments, per gross sets of any size	2	0
Over 24 and up to 30 compartments, per gross sets of any size	3	0
For each additional six compartments, charge per gross sets of any size	0	9

Where slotted partitions of more than 46 compartments have to be locked together the piece-worker shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the Union, or falling agreement by them, as determined by this Wages Board.

(f) Opening and putting locked partition sets into boxes per gross of boxes of any size—

	s.	d.
Up to and including 12 compartments, per gross sets	0	5
Over 12 and up to 28 compartments, per gross sets	0	6
Over 28 and up to 48 compartments, per gross sets	0	8
Over 48 compartments, per gross set	0	11

(Locked partitions placed into boxes, unopened, shall be charged under the Loose Pieces, &c., clause.)

(g) If partition sets have buffer spaces all round, add one-half to rates provided in paragraph (f). But if buffers have to be fixed with adhesive, the rates in paragraph (f) shall be quadrupled.

Plush, Silk, &c. (See also Calico, Cloth, &c.)

Boxes or lids or pads for inside of box, when in any case made of or lined with silk, plush, or like material, shall be done by a time-worker, provided that should a piece-worker be required to do such work she shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

Powder Boxes. (See Containers for Powder Boxes.)

Printed Coverings, &c.

(a) When any top, bottom, band, or lining has matter printed thereon which printing has to be placed in a specific position, aligned, or sighted, the price to be paid for the appropriate operation shall be one-eighth extra, with a minimum of .6d. per gross of boxes or lids, except where any band or lining is in two pieces, each printed, when the minimum shall be .9d. per gross of boxes or lids, and where three or more pieces, each printed, 1s. per gross of boxes or lids; where full fast top or bottom covers have had the corners cut out the charges of this clause shall apply to such covers.

(b) When any top, bottom, band or lining has printing thereon in bronze or like powder used in printing, or in bronze or like inks, which printing has to be placed in a specific position, aligned, or sighted, the foregoing charges in paragraph (a) shall be doubled: where the printing has not to be placed in a specific position, aligned, or sighted, the charges shall be those contained in such paragraph (a).

Ribbons.—Attaching Ribbon and Tying Bows.

	s.	d.
(a) Ribbon up to 1 inch wide and up to 24 inches long, per gross of bows	3	6
(b) Ditto, over 24 inches long, per gross of bows	4	0
(c) Ribbon over 1 inch wide and up to 24 inches long, per gross of bows	5	0
(d) Ditto, over 24 inches long, per gross of bows	0	6
(e) The placing of ribbon and tying and attaching of bows are included in each of the foregoing rates, which are based upon the length of ribbon used, including that used in making the bow.		
(f) Where a ribbon is attached without a bow being tied, the above rates shall be reduced by one-half.		

Seals, &c. (See Labels, Seals, &c.)

Shoulders. (See also Laps or Strips.) l., w. and d. of shoulder.

(a) Covering shoulders, where covering also acts as an inside lining—

Up to 10	15	20	25	30	35	40	45	50
inches								
Rate	2s. 3d.	2s. 11d.	3s. 6d.	4s. 6d.	5s. 1d.	6s. 9d.	8s. 10d.	9s. 10d.
per gross.								

(b) Covering shoulders, when covering also acts as an inside lining, and such covering is turned over both edges of the shoulder, the appropriate rate in (a) shall be increased by one-sixth.

(c) Covering shoulders, where covering does not act as an inside lining, and the covering material is—

Up to 10	15	20	25	30	35	40	45	50
inches								
Rate	1s. 1s.	2d. 1s. 4d.	1s. 6d.	1s. 8d.	1s. 10d.	2s. 2s.	2d. 2s. 4d.	2s. 4d.
per gross.								

Over 2 inches and up to 4 inches wide—

Rate	1s. 3d.	1s. 5d.	1s. 7d.	1s. 9d.	1s. 11d.	2s. 1d.	2s. 3d.	2s. 5d.
2s. 7d. per gross.								

Over 4 inches wide—

Rate	1s. 4d.	1s. 6d.	1s. 8d.	1s. 10d.	2s. 2s.	4d. 2s. 6d.	2s. 8d.	2s. 10d.
per gross.								

Where the shoulder is in two pieces, before covering, and the corners are not stayed, the appropriate rate thereon shall be paid, increased by one-fifth.

(d) **Sticking-in of Shoulders**— l., w. and d. of shoulders.

Up to 10	15	20	25	30	
inches					
Rate	1s. 2d.	1s. 4d.	1s. 6d.	1s. 8d.	1s. 10d.
per gross					
Up to 35	40	45	50		
inches					
Rate	2s.	2s. 2d.	2s. 4d.	2s. 6d.	2s. 8d.
per gross					

(e) **Sticking-in of shoulders in more than one piece**—

Up to 10	15	20	25	30	
inches					
Rate	1s. 4d.	1s. 6d.	1s. 9d.	2s.	2s. 3d.
per gross					
Up to 35	40	45	50		
inches					
Rate	2s. 6d.	2s. 8d.	2s. 10d.	3s.	3s. 3d.
per gross					

The rates in (d) and (e) are per gross of shoulders.

(f) Where staying is done it shall be paid for at the appropriate staying rate (see the Section headed "Staying" in this Part of the Schedule).

Slide.

The price to be paid for banding a slide shall be 10 per cent. above that paid for banding the box which is to be inserted into it, or 15 per cent. where the slide has not been joined up, but where the slide has to be placed on a rod to keep it in shape after being made, 12½ per cent. or 17½ per cent. respectively shall be paid.

Snipping.

(a) Snipping, where not more than four corner snips are done on a box, lid, tray, or slide, shall not carry any extra charge.

(b) Snipping, where more than four corner snips are done on a box, lid, tray, or slide shall be paid for at 1d. per gross of snips. Only the number in excess of four shall be included in the calculation.

(c) A corner snip is that made at any of the usual corners of a box, lid, tray, or slide.

(d) Snipping, except as in paragraphs (a) and (b) herein, shall be paid for at 1d. per gross of snips.

Staying. (See also Strips.)

(a) Boxes, lids, trays or shoulders, per gross of running inches of staying material—1½d.

(b) The minimum per gross of boxes, lids, or trays shall be 1s., and per gross of shoulders—6d.

(c) Where staying is turned-in, the rates shall be increased by one-fourth.

(d) Where staying is done on boxes, lids, or trays made of boards (of any material) thinner than caliper .018—18/1000ths of an inch—or done where the boards (of any material) are thicker than caliper .060—60/1000ths of an inch—the rate shall be increased by one-eighth.

(e) Where box or lid or shoulder is over 15 inches long the rate shall be increased one-fourth.

(f) Corner Tipping (see the Section headed Corner Tipping in this Part of the Schedule).

(g) Attaching loose ends or sides to box or lid (see the Section headed Flanged Cards, &c., in this Part of the Schedule.)

Strips.

When it is necessary to join strips (i.e., work on strawboard, or like material, which is scored and folded over on the flat to permit of two edges meeting and being joined with staying material) the piece-worker shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

Struts.

The fixing of struts by the use of adhesive, per gross of struts—

Up to 5	10	15	20	
inches long on any one side of strut				
Rate	1s.	1s. 3d.	1s. 6d.	1s. 9d.

Tapes, Tabs, Tassels.

(a) Tape fastening, glued in a box, per gross of fastenings

(b) Where tapes or tassels are threaded through holes, not glued, and holes are made—

By the piece-worker, per gross of holes

For the piece-worker, per gross of holes

(c) Where tapes or tassels are threaded through holes, glued, and holes are made—

By the piece-worker, per gross of holes

For the piece-worker, per gross of holes

(d) Tape stays to hinged lids, &c., glued, where threaded through holes and such holes are made—

By the piece-worker, per gross of holes

For the piece-worker, per gross of holes

(e) Where the piece-worker has to make the holes referred to in paragraphs (b), (c), or (d), by the aid of a guide the appropriate rate shall be increased by one-fifth.

- (f) Tape stays to hinged lids, &c., glued, per gross of fastenings 0 7
- (g) Attaching lids with tape to boxes, rectangular, round, or oval, including tying, per gross of tapes 1 0
- (h) Where a tape is tied, an additional 8d. per gross of ties shall be paid on any of the foregoing rate. A tape placed round the outside of a box, if tied, without being glued, shall carry this rate. This paragraph (h) does not apply to paragraph (g).
- (i) Tabs, gluing, per gross of tabs 0 6
- (j) Tabs, making and gluing, per gross of tabs 1 6
- (k) Reinforcings: Where the piece-worker has to reinforce any of the work described in any of the foregoing paragraphs the appropriate rate for the work performed shall be increased by 3d. per gross of reinforcements.
- (l) Where reinforcing material has to be cut to varying widths to coincide with the width of the portion of the covering material which has been "turned-in" by the piece-worker in any of the foregoing items, the appropriate rate shall be increased by 4½d. per gross of reinforcements.
- (m) Tape glued at one end shall be counted as one fastening; if glued at two ends, two fastenings; additional gluings shall be counted accordingly.

s. d.

Thumbholing.

- (a) Thumbholes, by hand, lid, or box, per gross of thumbholes 0 6
- (b) Thumbholes, by hand, lid, or box, where box has hinged lid affixed, per gross of thumbholes 0 9

Tops or Bottoms. (See also Banding, &c.)

(For Ordinary Tops, see Banding, &c., table in this Part of the Schedule.)

1. Full Tops, &c.—

- (a) When a lid has a full top the rate to be paid shall be the appropriate rates for an ordinary top and a lid band, added together. When a box has a full bottom, the rate to be paid shall be the appropriate rates for an ordinary bottom and a box band added together.
- (b) When full covers (other than printed covers—for which see paragraph (a) under the heading Printed Coverings, &c., in this Part) are supplied to the piece-worker with the corners cut out, the rate shall be reduced by one-eighth.
- (c) Where full covers are loose wrapped, see paragraph "8. Loose Wrapping, Lids," of this section of the Schedule.
- (d) Where extension top or bottom covers have the corners cut out, see (i) and (j) of paragraph "3. Extension Tops and Bottoms."

2. Cap Tops— length and width of box or lid

- (a) Where tops or bottoms are partly turned up on four sides of box or lid (known as "cap" tops or bottoms)—
- | | | | | |
|--------------|---------|---------|-----|------------------------------------|
| Up to 10 | 15 | 20 | 25 | 30 inches |
| Rate 1s. 3d. | 1s. 9d. | 2s. 3d. | 3s. | 3s. 9d. per gross of boxes or lids |
- (b) Where cap topping has to be performed on a box or lid which has not been stayed, and such cap topping gives to the box or lid the shape as though it were stayed, the appropriate rate in (a) shall be increased by one-fourth.
- (c) Where cap tops or bottoms are used to block a "blocked-in" box or lid the appropriate rate in paragraph (a) shall be increased by one-third.

3. Extension Tops or Bottoms— l. and w. of boards.

- (a) Covering boards, which are to act as extension tops or bottoms—
- | | | | | | |
|--------------|-----|---------|---------|-----------------------------|-----------------------------|
| Up to 10 | 15 | 20 | 25 | 30 | 35 inches |
| Rate 1s. 2d. | 2s. | 2s. 2d. | 2s. 6d. | 3s. 2d. | 3s. 8d. per gross of boards |
| Up to 40 | 45 | 50 | 55 | 60 inches | |
| Rate 4s. 2d. | 5s. | 6s. 6d. | 7s. 6d. | 9s. 4d. per gross of boards | |
- (b) Covering and fixing picture or like boards to the top of extension tops shall be paid for as in (a) and (h) hereof.
- (c) Covering boards which are to act as extension tops or bottoms, two boards in thickness, one being smaller than the other, causing a margin around the lower board—
- | | | | | |
|--------------|---------|---------|---------|------------------------------------|
| Up to 10 | 15 | 20 | 25 | 30 inches |
| Rate 2s. 6d. | 3s. 6d. | 4s. 6d. | 5s. 6d. | 6s. 6d. per gross of double boards |

- (d) Mounting the smaller boards referred to (c) hereof on to a larger board—

Up to 10	15	20	25	30 inches
Rate 9d.	1s.	1s. 3d.	1s. 6d.	1s. 9d. per gross of mounted boards

- (e) Gluing uncovered extensions to flat blanks, using a self-registering frame—

Up to 10	15	20 inches
Rate 5d.	6d.	7d. per gross of extensions

- (f) Where boards are edged before being affixed to a box or lid the edging rate of ½d. per gross of running inches of edging material shall be paid. Minimum per gross of boards, 1s.

- (g) Where edged boards are topped or bottomed, the topping or bottoming rate for edged work shall apply. (See sub-clause 4 below.)

- (h) Gluing extensions or cards on boxes or lids—
- | | | | | | | |
|----------|-----|---------|---------|---------|-----|-------------------------------------|
| Up to 10 | 15 | 20 | 25 | 30 | 35 | 40 inches |
| Rate 9d. | 1s. | 1s. 3d. | 1s. 6d. | 1s. 9d. | 2s. | 2s. 3d. per gross of boxes or lids. |

- (t) Covering an extension after being affixed, where covering extends partly to sides and ends of box or lid, the rate shall be where such extension—

Extends up to ¼ inch each of its four edges—

Up to 10	15	20	25	30	35	40 inches
Rate 2s. 3d.	2s. 9d.	3s. 6d.	4s. 3d.	5s. 3d.	6s. 3d.	7s. 3d. per gross

Extends over ¼ inch—

Rate 2s. 7d.	3s. 3d.	4s. 1d.	5s.	6s. 2d.	7s. 3d.	8s. 6d. per gross
--------------	---------	---------	-----	---------	---------	-------------------

The rate is per gross of boxes or lids.

Where the four corners of the covering material are cut out for the piece-worker, the appropriate rate shall be reduced by 10 per cent. This reduction shall not be made if the corners, as cut, do not provide a perfect guide to the piece-worker in placing the covering material, or do not eliminate further cutting by the piece-worker, or where the charges provided under the heading "Printed Coverings, &c.," apply.

Where banding is done it shall be paid for in addition to the foregoing rates.

- (j) Covering extensions after being affixed, where covering extends in one piece over whole of sides and ends of box or lid and small portion turns inside, the rate shall be where such extension—

Extends up to ¼ inch on each of its four edges—

Up to 10	15	20	25	30 inches
Rate 3s. 6d.	4s. 2d.	5s. 2d.	6s. 4d.	7s. 10d. per gross
Up to 35	40	45	50 inches	
Rate 9s. 3d.	10s. 7d.	12s.	13s. 6d. per gross	

Extends over ¼ inch—

Rate 3s. 11d.	4s. 8d.	5s. 10d.	7s. 1d.	8s. 10d.	10s. 5d.
12s.	13s. 5d.	15s. 2d.	per gross		

The rate is per gross of boxes or lids.

Where the four corners of the covering material are cut out for the piece-worker, the appropriate rate shall be reduced by 30 per cent. This reduction shall not be made if the corners, as cut, do not provide a perfect guide to the piece-worker in placing the covering material, or do not eliminate further cutting by the piece-worker, or where the charges provided under the heading "Printed Coverings, &c.," apply.

- (k) Edging extension tops and bottoms, after being affixed, shall be paid for where such extension—

Up to 10	15	20	25	30 inches
Rate 1s. 2d.	2s.	2s. 2d.	2s. 6d.	3s. 2d. per gross of run. in. of edging material 0 1
Up to 40	45	50	55	60 inches
Rate 4s. 2d.	5s.	6s. 6d.	7s. 6d.	9s. 4d. per gross of boards

Extends over ¼ inch. Per gross of run. in. of edging material 0 1½

Minimum per gross of tops or bottoms, 3s.

4. Tops or Bottoms on Edged Work (except Padded Tops) shall be paid one-fifth above the appropriate Topping rate or Bottoming rate in column 3 of the Banding, &c., table, in this Part of the Schedule.

5. One Piece Top, &c.—Where the top, back, and bottom are in one piece the rate fixed for each operation, as contained in the Banding, &c., table, and in the Section headed "Backs," in this Part of the Schedule, shall be combined, and such combined rate shall be paid, less one-fourth.

6. *One Piece Top and Back, &c.*—Where the top and back, or the bottom and back, are in one piece, the rate fixed for each operation, as contained in the Banding, &c., table, and in the Section headed "Backs" in this Part of the Schedule, shall be combined, and such combined rate shall be paid, less one-eighth.

7. *Topping Flat Hinged Lid.*—l. and w. of lid.
 Up to 10 15 20 25 30 35 inches
 Rate 1s. 2d. 2s. 2s. 2d. 2s. 6d. 3s. 2d. 3s. 8d. per gross

8. *Loose Wrapping Lids or Card Tops.*

- (a) Loose wrapping lids shall be paid for at the rate for full tops, as contained in the Banding, &c., table in this Part of the Schedule, increasing by one-half. This shall include folding to any style necessary.
- (b) Loose wrapping card tops, as referred to in sub-clause (f) of 9 hereunder, shall be paid for as set out in the Section headed "Covered Boards" in this Part of the Schedule, with one-half in addition.

9. *Padded Tops or a Card Top.*

(a) Padding and covering flush padded lids—

(1) Where covering extends partly to sides and ends of lids—

Up to	10	15	20	25	30 inches
Using Wadding	4s.	5s.	6s. 3d.	8s. 6d.	11s. 3d. per gross of lids
Other Material	3s. 3d.	4s.	5s.	7s.	9s. 9d. per gross of lids

Measure one length and one width of lid.

(2) Where a flush padded lid has to be glued and inserted into a special rim, i.e., a rim other than the ordinary rim, the rate for such gluing and inserting—

Up to	10	15	20	25	30 inches
Rate	1s. 6d.	2s.	2s. 6d.	3s.	3s. 6d. per gross of lids

(3) Where covering extends in one piece over the sides and ends of the lid and small portion turns inside—

Up to	10	15	20	25	30 inches
Using Wadding	5s. 6d.	6s. 9d.	8s. 3d.	10s. 9d.	14s. per gross of lids
Other Material	4s. 6d.	5s. 9d.	7s.	9s. 3d.	12s. per gross of lids

Measure one length and one width of lid.

(b) Padding and covering extension padded tops—

(1) Where covering extends partly to sides and ends of lid:

Up to	10	15	20	25	30 inches
Using Wadding	6s. 6d.	6s. 9d.	8s. 3d.	10s. 9d.	14s. per gross of lids
Other Material	4s. 6d.	5s. 9d.	7s.	9s. 3d.	12s. per gross of lids

Measure one length and one width of lid.

(2) Where covering extends in one piece over the sides and ends of the lid, and small portions turn inside:

Up to	10	15	20	25	30 inches
Using Wadding	6s. 9d.	8s. 3d.	10s.	13s. 6d.	17s. 6d. per gross of lids
Other Material	5s. 9d.	7s.	8s. 6d.	11s. 3d.	15s. 6d. per gross of lids

Measure one length, width, and depth, of lid.

(3) The rates in paragraphs (1) and (2) herein do not provide for the affixing of the extension, which affixing shall be paid for as set out in 3 (h) of the Section headed "Tops or Bottoms" in this Part of the Schedule.

(c) Making and covering pads when same are made separate from the lid—

Up to	10	15	20	25	30 inches
Using Wadding	3s.	3s. 9d.	4s. 9d.	6s. 3d.	8s. 3d. per gross of pads
Other Material	2s. 3d.	2s. 9d.	3s. 6d.	4s. 9d.	6s. 6d. per gross of pads

Measure one length and one width of pad.

(d) Affixing pads to top of lid—

Up to	10	15	20	25	30 inches
Using Wadding	1s. 3d.	1s. 9d.	2s. 3d.	3s.	4s. per gross of pads
Other Material	1s.	1s. 4½d.	1s. 9d.	2s. 3d.	3s. per gross of pads

Measure one length and one width of pad.

(e) Where edging and/or banding is performed in any of the foregoing connexions the appropriate edging and/or banding rate shall be paid for such operations in addition.

(f) Where a card top is made from board of any material (other than corrugated board), without the addition of wadding, payment shall be made for such work under the "Covered Board" Section in this Part of the Schedule, with the extra payment for loose wrapping (see 8 above) where such is done.

(g) Affixing pads (as in (f) herein) to top of lid—
 Up to 10 15 20 25 30 inches
 Rate 1s. 1s. 4½d. 1s. 9d. 2s. 3d. 3s. per gross of pads
 Measure one length and one width of pad.

10. *Domed Tops.*—For the doming of tops, or where a domed top is covered after the doming has been done, the piece-worker shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by the Wages Board.

Trimming. (See *Mouthing, &c.*)

Tying. (See *Lidding and Nesting.*)

PART 3.

Machine Work Only.

(Classes of work arranged alphabetically.)

Power and Treadle Machines.

The rates herein are for power-driven machines. Where machines are not power-driven (except banding machines and topping or bottoming machines, and the metal edging machines), the rate appropriate for the class of work done shall (unless otherwise specified) be increased by one-third.

Speeds for Machines.

Where a piece-worker complains about the speed of any machine at which she is working, and where the speed of any machine is slower or faster than the speed which permits of an average adult piece-worker earning, whilst employed for one hour at the rate fixed for piece-work on the machine, at least 12½ per cent. in excess of the corresponding adult time-workers' rate per hour, and the speed of the machine cannot be so adjusted as to enable her to earn accordingly, the piece-work rate for any work to be done on such machine shall be that agreed upon by the Union and the employer, or in the event of a disagreement, by this Wages Board.

Waiting Time.

(a) Where a piece-worker is setting her machine, or is assisting while her machine is being set or attended to, she shall be paid in any such event at the corresponding time-worker's rate, with the addition of 12½ per cent.

(b) Where the piece-worker is waiting while her machine is being set or attended to, or is waiting for her work to be approved by a person in authority, or where her machine is not available to her for any reason, she shall be paid in any such event at the corresponding time-worker's rate.

(See Section headed "Setting Machine," later referred to in this Part.)

Curling Paper or Thin Paper.

Where (1) paper curls when glued, or (2) tissue paper or like thin paper is used; or (3) printing has to be "sighted"—and a piece-worker is materially delayed as a consequence, the appropriate rate for her work shall be increased by one-fourth, or alternately, the piece-worker shall be paid at the corresponding timber-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause 18 (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them as determined by this Wages Board.

Classes of Work.

Backs. l. and w. of back.
 (b) Backs (when back paper is a separate piece from the box band)—

Up to	10	15	20	25 inches
Rate	6½d.	8d.	9d.	10d. per gross

(b) Backs (when back paper is a separate piece from the box band, and when the back acts as a hinge or extends over a hinge)—

Up to	10	15	20	25 inches
Rate	8½d.	10d.	11½d.	1s. 1d. per gross

Banding—Ordinary and Full Topping and Bottoming.

Column 1 defined:—Where the shape is rectangular, or triangular, the figure below is the combined measurement of one longest side and one shortest side, or the combined measurement of two sides where all sides are equal; where the shape is round or oval, the figure below is the circumference divided by two; where the shape is other than as aforementioned, the figure below is the length measured at the longest point plus the width measured at the widest point.

Banding—Ordinary and Full Topping and Bottoming—(continued).

Column 1.	Column 2. Box or Lid or Tray Banding.	Column 3. Ordinary Topping or Bottoming.	Column 4. Full Top or Full Bottom.
	s. d.	s. d.	s. d.
Up to 6 in. x up to 1 in. deep ..	0 9	0 4	1 0
Up to 6 in. x up to 2 in. deep ..	0 9½	0 4½	1 1
Up to 6 in. x up to 3 in. deep ..	0 9½	0 4½	1 2
Up to 10 in. x up to 1 in. deep ..	0 10	0 4½	1 0
Up to 10 in. x up to 2 in. deep ..	0 10½	0 5	1 1
Up to 10 in. x up to 3 in. deep ..	0 11	0 5½	1 2
Up to 10 in. x up to 4½ in. deep ..	0 11½	0 6	..
Up to 10 in. x up to 6 in. deep ..	1 0½	0 6½	..
Up to 15 in. x up to 1 in. deep ..	0 10½	0 5	1 1
Up to 15 in. x up to 2 in. deep ..	0 11	0 5½	1 2
Up to 15 in. x up to 3 in. deep ..	0 11½	0 6	1 3
Up to 15 in. x up to 4½ in. deep ..	1 0	0 6½	..
Up to 15 in. x up to 6 in. deep ..	1 2	0 7	..
Up to 15 in. x up to 7½ in. deep ..	1 6	0 9	..
Up to 20 in. x up to 1 in. deep ..	0 11	0 5½	1 1½
Up to 20 in. x up to 2 in. deep ..	0 11½	0 6½	1 3
Up to 20 in. x up to 3 in. deep ..	1 0	0 7	1 4
Up to 20 in. x up to 4½ in. deep ..	1 0½	0 7½	..
Up to 20 in. x up to 6 in. deep ..	1 3	0 8	..
Up to 20 in. x up to 7½ in. deep ..	1 8	0 10	..
Up to 20 in. x up to 9 in. deep ..	2 1	1 0	..
Up to 20 in. x up to 10½ in. deep ..	2 7	1 2	..
Up to 25 in. x up to 1 in. deep ..	1 3	0 6	1 5
Up to 25 in. x up to 2 in. deep ..	1 4	0 6½	1 6
Up to 25 in. x up to 3 in. deep ..	1 5	0 7	1 8
Up to 25 in. x up to 4½ in. deep ..	1 6	0 8	..
Up to 25 in. x up to 6 in. deep ..	1 8	0 10	..
Up to 25 in. x up to 7½ in. deep ..	1 11	1 0	..
Up to 25 in. x up to 9 in. deep ..	2 4	1 1	..
Up to 25 in. x up to 10½ in. deep ..	2 9	1 3	..
Up to 25 in. x up to 12 in. deep ..	3 4	1 6	..
Up to 30 in. x up to 1 in. deep ..	1 6	0 7	1 8
Up to 30 in. x up to 2 in. deep ..	1 7	0 8	1 10
Up to 30 in. x up to 3 in. deep ..	1 8	0 9	2 0
Up to 30 in. x up to 4½ in. deep ..	1 9	0 10	..
Up to 30 in. x up to 6 in. deep ..	1 11	0 11	..
Up to 30 in. x up to 7½ in. deep ..	2 1	1 1	..
Up to 30 in. x up to 9 in. deep ..	2 6	1 2	..
Up to 30 in. x up to 10½ in. deep ..	2 11	1 5	..
Up to 30 in. x up to 12 in. deep ..	3 4	1 7	..
Up to 30 in. x up to 14 in. deep ..	3 10	1 10	..
Up to 35 in. x up to 1 in. deep ..	1 8	0 8	2 1
Up to 35 in. x up to 2 in. deep ..	1 9	0 9	2 4
Up to 35 in. x up to 3 in. deep ..	1 10	0 10	2 7
Up to 35 in. x up to 4½ in. deep ..	1 11	0 11	..
Up to 35 in. x up to 6 in. deep ..	2 1	1 0	..
Up to 35 in. x up to 7½ in. deep ..	2 3	1 2	..
Up to 35 in. x up to 9 in. deep ..	2 8	1 4	..
Up to 35 in. x up to 10½ in. deep ..	3 1	1 6	..
Up to 35 in. x up to 12 in. deep ..	3 6	1 8	..
Up to 35 in. x up to 14 in. deep ..	4 0	1 10	..
Up to 40 in. x up to 1 in. deep ..	2 0	0 10	2 6
Up to 40 in. x up to 2 in. deep ..	2 2	0 11	2 9
Up to 40 in. x up to 3 in. deep ..	2 4	1 0	3 0
Up to 40 in. x up to 4½ in. deep ..	2 6	1 1	..
Up to 40 in. x up to 6 in. deep ..	2 8	1 3	..
Up to 40 in. x up to 7½ in. deep ..	3 0	1 5	..
Up to 40 in. x up to 9 in. deep ..	3 6	1 7	..
Up to 40 in. x up to 10½ in. deep ..	4 0	1 9	..
Up to 40 in. x up to 12 in. deep ..	4 6	1 11	..
Up to 40 in. x up to 14 in. deep ..	5 0	2 1	..
Up to 45 in. x up to 1 in. deep ..	2 6	1 0	3 3
Up to 45 in. x up to 2 in. deep ..	2 8	1 1	3 6
Up to 45 in. x up to 3 in. deep ..	2 10	1 2	3 9
Up to 45 in. x up to 4½ in. deep ..	3 0	1 4	..
Up to 45 in. x up to 6 in. deep ..	3 2	1 6	..
Up to 45 in. x up to 7½ in. deep ..	3 6	1 8	..
Up to 45 in. x up to 9 in. deep ..	4 0	1 10	..
Up to 45 in. x up to 10½ in. deep ..	4 6	2 0	..
Up to 45 in. x up to 12 in. deep ..	5 0	2 3	..
Up to 45 in. x up to 14 in. deep ..	5 6	2 6	..

Where any work of one size upon which a piece-worker will be employed continuously is issued to a piece-worker in quantities of five gross or over, the foregoing rates for Banding or Tops or Bottoms in Columns 2, 3, and 4 shall be reduced by 7½ per cent.

Banding Extras, etc.

- (a) The foregoing prices are for one gross of boxes, lids, trays, or slides. (Subject as to slides, to the charges contained under the heading "Slide").
- (b) Box or lid band, where full depth inside as well as outside—the banding rate shall be increased by three-fourths.

- (c) Box or lid band, where full depth inside as well as outside and small portion turns on inside top or inside of bottom—the banding rate shall be doubled.
- (d) Where banding extends over the mouth of the box and covers a lath made of material other than wood, the banding rate shall be paid, plus one-eighth, and where wood is used, plus one-fifth.
- (e) Where banding is required to show one or two edges on lid, box, tray, or slide, it shall be paid for at the banding rate.
- (f) Where a box band, tray band, or lid band covers three sides, and only the ends turn on to the fourth side, or turn in on inside, the banding rate shall be paid as though the box, lid, or tray were covered on all sides; where a band wholly or partially covers three sides only, the banding rate, less one-third, shall be paid as though the box or lid were covered on all sides.
- (g) Where the box, lid, or tray is banded and edged in the one operation, the banding rate shall be increased by one-half, without payment for edging.
- (h) Where banding has to be performed on a box, lid, or tray which has not been stayed, and such banding gives to the box, lid, or tray the shape as though it were stayed, the rate shall be increased by one-quarter, provided that this extra rate shall not apply where the combined length and width is not greater than 6 inches.
- (i) Where the box, lid, or tray is banded and laced in the one operation, the banding rate shall be increased by two-thirds, without payment for lacing.

Bending (on a Vertical Machine). Length and width of blank.

	Length and Width of Blank.		
	Up to 20 in. Per Gross of Blanks.	Over 20 in. and up to 40 in. Per Gross of Blanks.	Over 40 in. Per Gross of Blanks.
Four bends	d. 2	d. 2½	d. 3½
Three bends	1½	2½	3
Two bends	1½	2½	2½
One bend	1½	2	2½

When 2 bends are unequal distances from the edges, pay single bend rate for each bend, except when step gauge is used.

- (b) Where the material fed to the machine is heavier than 60/1000ths of an inch, the appropriate rate shall be increased by one-fourth.
- (c) Angle bending rates shall be those appropriate for the work to be done, as set out in the foregoing paragraphs, increased by one-half.
- (d) Where any work has more than one "at vent," i.e., more than one on the stock to be bent, and the piece-worker has to "break" the work at the scoring, to make into single blanks, she shall be paid ½d. per gross of blanks in addition to the appropriate rate in the foregoing paragraphs.

Bottoms. (See Banding Table; also Tops or Bottoms).

Corner Cutting. 1. and w. of blank. On Single Cornering Machine—

	Length and Width of Blank.		
	Up to 20 in. Per Gross of Blanks.	Over 20 in. and up to 40 in. Per Gross of Blanks.	Over 40 in. Per Gross of Blanks.
Four corners—out on a blank—	d.	d.	d.
Of a thickness not exceeding .048 or 16 oz.	1	1½	2
Of a thickness exceeding .048 or 16 oz.	1½	1½	2½

2 Corners.—The rate for two corners cut on a blank shall be one-half of the foregoing.

On Double Cornering Machine.

4 Corners—Cut on a blank:

	Per gross of blanks.		
	d.	d.	d.
Of a thickness not exceeding .048 or 16 oz.	0½	1	1½
Of a thickness exceeding .048 or 16 oz.	1½	1½	2½

2 Corners.—The rate for two corners cut on a blank shall be one-half of the foregoing.

- (a) Where the corner has to be fed in twice, or where the corner is larger than the machine can cut in one operation, necessitating two cuts being made to complete the corner, the rate shall be increased by one-half.
- (b) Where any corner is cut deeper than 4 inches the appropriate rate shall be increased by one-eighth.
- (c) Where a mitre cut or a V cut is made in material the rates for corner-cutting herein shall be paid.
- (d) Where any operation combines slotting and cutting, the payment shall be as provided under the section headed "Slotting Corners" in this Part of the Schedule.
- (e) Where a corner cutter or slotter is used to cut off material, the piece-worker shall be paid the rate appropriate for the corner cutting machine, or the slotting machine at which the operation is performed, and for each time the material has to be fed into the machine.
- (f) Where any work has more than one "at view," i.e., more than one on the stock to be corner cut, and the piece-worker has to "break" the work at the scoring to make into single blanks, she shall be paid ¼d. per gross of blanks in addition to the appropriate rate in the foregoing paragraphs.

On a Quad Cornering Machine.—Any piece-worker if working a machine cutting four corners in one operation shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the Union, or failing agreement by them, as determined by this Wages Board.

Covering Machines (Stokes's and Smith's, and similar makes)—

- (a) Where a pieceworker is provided with less than 35 gross of any work, the following rates shall be paid. Where a pieceworker is provided with 35 gross or over of any work of one size upon which she is to be employed continuously, the appropriate rate for the work shall be reduced by ¼d. per gross.

l., w., and d. of box or lid.

(1) Machinist or gluer covering ordinary boxes or lids—

	Up to 10	15	20	25	30 inches
Rate	4½d.	4½d.	5½d.	6½d.	8d.

per gross of boxes or lids.

(2) Machinist on loose wrapped boxes or lids (not being extension)—

	Up to 10	15	20	25	30 inches
Rate	6d.	6½d.	7d.	8½d.	10½d.

per gross of boxes or lids.

When the gluing of a loose wrap cover is done on a Stokes's and Smith's selective gluer the rates set out herein (1) shall be paid.

(3) Machinist or gluer covering lids with extension tops, or boxes with extension bottoms—

	Up to 10	15	20	25	30 inches
Rate	6½d.	6½d.	7½d.	9½d.	11d.

per gross of boxes or lids.

- (b) The rates in paragraph (a) herein are for any box or lid of a depth not greater than 2¼ inches.
- (c) Where any box or lid is deeper than 2¼ inches, the appropriate rate in paragraph (a) herein shall be increased by one-eighth.
- (d) In any of the following circumstances, the appropriate rate in paragraphs (a) to (c) herein shall be increased by one-sixth:—

- (1) Where the machinist on a covering machine of Stokes's and Smith's make, or any similar make, has not the work to be covered prepared for her and conveniently arranged, so as to permit of the continuous operation of the machine.
- (2) Where the piece-worker is delayed in her work by the employment of a time-work employee who works in association with her, or by the non-employment of an assistant.
- (3) Where the machinist, during the progress of her work, has to carry away her work.

Covered Boards.

- (a) Covered and faced boards shall be paid for at treble the ordinary topping rate; if covered but not faced, the ordinary topping rate shall be doubled.
- (b) Fall fronts, covered and faced, or covered but not faced, shall be paid for as provided in paragraph (a) hereof for the respective class of work.
- (c) "Covered" means lined on one side with a small turn over the edges to the back.
- (d) "Faced" means a lining on one side, after the other side has been covered and turned over the edges.

Edging. (See Mouthing, also (g) of Banding of this Part 3.)

Ending on a Single Ending or Double Ending Machine—

Ending shall be done only by males on time-work.

Lacing. (See also (i) of Banding of this Part 3.)

A piece-worker when employed on a lacing machine shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the Union or failing agreement by them as determined by this Wages Board.

Metal Edging.

- | | s. | d. |
|--|----|----|
| (a) Per gross of running inches of metal | 0 | 1½ |
| (b) Minimum per gross of boxes or lids shall be | 1 | 0 |
| (c) Where the material used exceeds caliper .060, or 60/1000ths of an inch in thickness, the rates shall be increased by one-fourth. | | |

Mouthing or Edging or Trimming.

- (a) Boxes or lids or trays or slides per gross of running inches of edging or mouthing material
- (b) Minimum per gross of mouthings or edgings
- (c) Partitions, divisions, &c., per gross of running inches of edging or mouthing material
- (d) Minimum per gross of pieces of edging or mouthing material
- (e) Cards, boards, &c., per gross of running inches of edging or mouthing material
- (f) Minimum per gross of edgings or mouthings
- (g) Mouthing on boxes where lath is wood or other material, per gross of running inches of mouthing material
- (h) Minimum per gross of boxes
- (i) Where edging is used to block "blocked in" tops or bottoms, the appropriate rate in paragraph (a) in the Section in this Schedule headed "Blocking" shall be paid, increased by one-eighth.
- (j) Where edging or mouthing has to be performed on a box or lid which has not been stayed, and such edging or mouthing gives to the box or lid the shape as though it were stayed, the appropriate rate shall be increased by one-fourth.
- (k) Where the operations of Banding and Edging are combined, see "Banding Extras (g)," in this Part of the Schedule.

Punching.

Where a machine is used to punch holes in any box or part thereof, through which tapes are to pass (per gross of holes)

Setting Machine.

- (a) The setting of any machine by a piece-worker shall be subject to the provision of the Waiting Time clause at the beginning of this Part of the Schedule.
- (b) Where the time occupied in setting any machine does not exceed two minutes, no charge shall be made for setting.

Slide.

The price to be paid for banding a slide shall be 10 per cent. above that paid for banding the box which is to be inserted into it, or 15 per cent. where the slide has not been joined up, but where the slide has to be placed on a rod to keep it in shape after being made, 12½ per cent. or 17½ per cent. respectively shall be paid.

Slotting Corners (by vertical machines)— l. and w. of blank.

(a) Slotting Corners.	Substance of Board.	Length and Width of Blank.		
		Up to 20 in.	Over 20 and up to 40 in.	Over 40 in.
Four Slots in one blank	Up to .060 or 20 oz.	1	1½	2½
Two slots in one blank	Up to .060 or 20 oz.	½	1	2
Angle slots	.. .. .	1½	2½	3½

The rate is per gross of blanks.

- (b) A piece-worker slotting on boards heavier than caliper .000 (or 20 oz.) shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the union, or failing agreement by them, as determined by this Wages Board.
- (c) The foregoing rates are for two slots cut at one time. Where only one slot is cut at a time, the appropriate rate shall be increased by one-half. This condition shall not apply to angle slots, the rates for which are fixed for the cutting of one slot at a time.
- (d) If any slot should be longer than 4½ inches, the appropriate rate shall be increased by one-eighth; provided that where material has to be fed in twice to complete a slot, the appropriate rate shall be increased by three-fourths.
- (e) Where a slotter is used alone as a cutter, the appropriate rate for one slot shall be paid, but where slotting and cutting are combined in one operation, the slotting rate provided herein shall be paid.

Slotting Partitions (or divisions), by vertical machines.

Any piece-worker, if slotting partitions (or divisions) shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the union, or failing agreement by them, as determined by this Wages Board.

Slotting (Rotary).

Any piece-worker, if slotting (rotary), shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the union, or failing agreement by them, as determined by this Wages Board.

Snipping.

- (a) Snipping, where not more than four corner snips are done on a box, lid, tray, or slide, shall not carry any extra charge;
- (b) Snipping, where more than four corner snips are done on a box, lid, tray, or slide, shall be paid for at 1d. per gross of snips. Only the number in excess of four shall be included in the calculation.
- (c) A corner snip is that made at any of the usual corners of a box, lid, tray, or slide.
- (d) Snipping, except as in paragraphs (a) and (b) herein, shall be paid for at 1d. per gross of snips.

Staying on a Single Staying Machine (Per gross 4 corners)

Measurements are Length Plus Width.	Up to 2 in. Deep.	Over 2 in. to 3 in. Deep.	Over 3 in. to 4 in. Deep.	Over 4 in. to 5 in. Deep.	Over 5 in. to 6 in. Deep.	Over 6 in. Deep.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Up to 10 in.	3½	3½	4½	5½	6½	0 9
Over 10 in., to 15 in.	3½	4	5	6	7	0 11
Over 15 in., to 20 in.	3½	4½	5½	6½	7½	1 0
Over 20 in., to 25 in.	4½	5½	6½	7½	8½	1 4
Over 25 in., to 30 in.	6	7	8	9	10	1 7
Over 30 in., to 35 in.	7	8	9	10	11	1 10

s. d.

- (a) Where a piece-worker is provided with 30 gross or over of work of one size upon which she is to be employed continuously, the appropriate rate for the work shall be reduced by ½d. per gross.
- (b) Where staying is turned-in, the appropriate rate shall be increased by one-half.
- (c) Where staying is done on boxes, lids, or trays made of boards (of any material) thinner than 18/1000ths of an inch, or done on boxes or lids where the boards (of any material) are thicker than 60/1000ths of an inch, the appropriate rate shall be increased by one-fifth.
- (d) Attaching loose ends to boxes, lids, or trays (as distinct from corner staying) with staying machine—
Per gross of running inches of staying material 0 0½
- (e) Minimum per gross of ends 0 4

- (f) Where boxes or lids or trays have an overlap round the mouth which the piece-worker is required to turn down flat on to the sides and/or ends inside before placing on the anvil of machine, the appropriate rate shall be increased by one-half.
- (g) Staying boxes or lids after extension tops or bottoms have been affixed thereto, the appropriate rate shall be increased ¼d. per gross.
- (h) Where any box, lid, or tray is longer than 18 inches on any one side, the appropriate rate shall be increased by one-eighth.
- (i) Where any box, lid, or tray is only stayed on two corners the appropriate rate for four corners shall be decreased by one-fourth.
- (j) Where to complete any lid, box, or tray stayed in four corners double handling is necessary, the appropriate rate for four corners shall be increased by one-half.
- (k) The rates herein include the turning-up of the work by the piece-worker; but when any turn-up does not exceed ¼-inch, 3d. per gross of boxes or lids shall be added.
- (l) Where the work is turned-up for the piece-worker, the appropriate rate shall be reduced by one-sixth.

Staying on a Four Corner Staying Machine.

A piece-worker when staying on a four corner staying machine, shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the union, or failing agreement by them as determined by this Wages Board.

Studding.

The rates and other charges as specified for wire-stitching (flat) shall apply to studding.

Thumbholes.

l. w. and d. of box or lid

- (a) Up to and including 15 inches—two holes in one operation 2d. gr. boxes.
Over 15 inches—two holes in one operation 3d. gr. boxes.
- (b) Where one hole only is cut at a time the appropriate rate shall be increased by one-half.
- (c) Where a hinged lid is affixed before thumbholing, the rates in (a) shall be doubled.

Tops or Bottoms.

See Machine Banding of this Part 3 of the Schedule.

- (a) Full Tops or Full Bottoms.—The rate for Full Tops or Full Bottoms, when over 3 inches deep, shall be the rates for Banding and Ordinary Tops added together.
- (b) Where any work of one size upon which a piece-worker will be employed continuously is issued to a piece-worker in quantities of five gross or over, the rates in the Banding table, columns 2, 3, and 4, shall be reduced by 7½ per cent.

Trimming. (See Moulding, &c.).

Waiting Time (see Waiting Time Clause at the beginning of this Part, also Section headed Setting Machine, &c., and Clause 18 (h).)

Wire Stitching (Flat) l. w., and d. of box, lid, or tray.

- (a) Wire stitching, box, lid, or tray—
Up to 25 inches 4½d. per 1,000 stitches.
Over 25 and up to 48 inches 6½d. per 1,000 stitches.
Over 48 inches 7½d. per 1,000 stitches.
- (b) Rates include the piece-worker's time occupied in turning up her work.
- (c) The minimum per gross of boxes, lids, or trays, or part thereof, in work carrying six stitches or less, shall be 5d.
- (d) Stitching laths (or rims) round mouth of box or lid, where wood is used 1s. 8d. per 1,000 stitches; or where any other material is used, 10d. per 1,000 stitches.
- (e) Stitching at corners of flanged edges (on mouth), the appropriate rate shall (if no other stitching is done on the work) be increased by 4d. per 1,000 stitches.
- (f) Where wire stitching is done on machines of special design, such as a Pillar Stitcher, used for round boxes or lids, the piece-worker shall be paid at the corresponding time-worker's rate, with 12½ per cent. in addition, or at a piece-work rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the union, or failing agreement by them, as determined by this Wages Board

- (g) Where the following classes and weights of boards are used, the appropriate rate shall be increased by 2d. per 1,000 stitches on any material, excepting leatherboard, over caliper .060 or over 20 ounces, or by 3d. per 1,000 stitches on leatherboard of caliper .060 or over.
- (h) Where flanged partitions are stitched into a covered box or lid, the appropriate rate shall be increased by 3d. per 1,000 stitches.
- (i) Boxes made of leatherboard, of a size not exceeding 9 inches in the combined measurement of length, width, and depth (such as dental or watch boxes), into which an inset has to be stitched, shall be paid for such inseting and stitching, where the stitches are fewer than three, not less than 2s. 8d. per 1,000 stitches. No other charges shall apply to this work.
- Wire Stitching (Corner).* boxes, lids, or trays.
- | | | |
|-----------------------------------|----|-----------------|
| (a) Wire stitching, 4 stitches .. | .. | 5d. per gross. |
| Wire stitching, 8 stitches .. | .. | 7½d. per gross. |
| Wire stitching, 12 stitches .. | .. | 10d. per gross. |
- (b) Rates include the piece-worker's time occupied in turning-up her work.
- (c) The minimum per gross of boxes, lids, or trays, or part thereof, shall be 5d.
- (d) Where the following weights and classes of boards are used, the appropriate charge shall be increased by one-fourth on any material, excepting leatherboard, over caliper .060 or over 20 ounces, or by one-half on leatherboard, of caliper .060 or over.
- (e) Stitching laths (or rims) round mouth of box or lid, where wood is used, 1s. 8d. per 1,000 stitches, or where any other material is used, 10d. per 1,000 stitches.
- (f) Stitching in the tops or bottoms or round or oval hat or band boxes, shall be paid for at the corresponding time worker's rate, with 12½ per cent. in addition, or at a piece-worker rate complying with the terms of clause (18) (b) of this Determination agreed upon between the employer and the union, or failing agreement by them, as determined by this Wages Board.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 13th May, 1939.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE PAPER BAG TRADE 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 portion of the City of Sandringham as is 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 Sébastopol.

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 8th December, 1937, by the Paper Bag Trade Board, and published in the *Government Gazette* on the 6th January, 1938, hereby issue an adjusted determination showing the adjusted rates to be paid as from the beginning of the first pay period to commence in June, 1939, to any person or persons or classes of persons employed either inside or outside a factory or workroom in the process, trade, or business of a maker of paper bags.

(1)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
		£ s. d.
1	Guillotine machine operator	4 12 0
2	Paper bag machinist	4 16 0
3	Storeman	4 6 0
4	Packer and/or despatcher	4 6 0
5	Any other adult male	4 0 0
	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him	
<i>Table "B"—Adult Females. (Including non-adult females of at least five years' experience.)</i>		
1	Female head packer when employed as such	2 9 0
2	Packer	2 6 0
3	Female hand-made paper bag maker	2 5 6
4	Female machine minder controlling machine	2 7 0
5	But if with stringing attachment and without assistance	2 7 6
6	Female working at a machine and threading paper, looking after paste boxes, or catching and stacking bags by machine	2 5 0
	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	2 12 6
	(b) from nine to fifteen employees (both inclusive)	2 18 6
	(c) over fifteen employees	3 4 6
8	Female employee not otherwise specified	2 3 0

FEMALE TO BE PAID MALE RATE.

(2) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS.

(3) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	£ s. d.
1. Under 15 years of age	0 16 6
2. Between 15 and 16 years of age	1 0 6
3. " 16 " 17 " "	1 6 0
4. " 17 " 18 " "	1 15 6
5. " 18 " 19 " "	2 4 6
6. " 19 " 20 " "	2 14 0
7. " 20 " 21 " "	3 3 0

8. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

Where the work is performed by a female junior—

	Per week.
	£ s. d.
1. First year's experience	0 16 6
2. Second year's experience	0 19 6
3. Third year's experience	1 4 0
4. Fourth year's experience	1 8 6
5. Fifth year's experience	1 17 6
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

LIMITATION OF EMPLOYMENT OF JUNIORS.

(4) (a) No department shall be manned exclusively by juniors.

(b) Not more than two male juniors shall be employed to each male adult employed as a weekly employee in each department.

(c) No junior, under 18 years of age, shall be employed on a power-driven guillotine.

(d) In all parts of the industry, juniors shall be given reasonable opportunities to become proficient in different classes of work, and shall be taught higher grade work as they progress in the knowledge of their work.

HOLIDAYS.

(5) (a) An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination "holiday" means the day observed as any of the following days: New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day, King's Birthday, and Melbourne Cup Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within one week before any holiday (or within one week before the first day of several holidays) his re-engagement by the same employer within one week after such holiday (or, as the case may be, within one week after the last day of such several holidays), shall be prima facie evidence that his employment was terminated in breach of sub-clause (b) hereof.

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

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(f) The wage payable to a weekly piece-worker under this clause shall be that fixed for a time worker in the same occupation. A junior male shall be paid the time wage appropriate to his age and a junior female the time wage appropriate to her years of experience, provided that a female worker of more than five years' experience shall be deemed to be an adult for the purpose of computing the amount payable to her under this clause.

(g) The provisions of this clause (5) shall apply only to weekly employees.

CONSTANT SERVICE LEAVE OR BONUS.

(6) (a) In addition to the holidays provided for by clause (5) hereof, an employee, whether a time-worker or a piece-worker, who remains in the service of the same employer for at least a year shall, if the employment has not been terminated, be entitled to one day's leave of absence on full pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder.

(b) The employer shall have the right to fix the time when such leave will be given, but must fix a time so that the leave then accrued due will be wholly given in one continuous period within fifteen months after the beginning of the period of service in respect of which the leave is due, and if he does not so fix the time or so give the leave he shall, for each day of leave then due, forthwith give the employee two days' leave of absence on full pay.

Provided that the employer may, if he think fit, give at any time in advance the period of six or seven days' continuous leave on full pay prospectively due in respect of the six or seven (as the case may be) periods of two months' service comprised within such fifteen months.

Provided further that if the leave be given so that the employee is freed from work for the employer throughout the seven days of a week or throughout a period extended to more than such seven days by reason of holidays as provided in sub-clause (c) hereof, the leave comprised within such seven days or within such extended period shall for the purposes of this clause be deemed to be six days' leave.

(c) Where any of the holidays provided for in clause (5) hereof so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday although he does not work thereon, and that holiday happens to fall within that employee's period of leave of absence, the days in that period shall be reckoned in addition to that holiday.

(d) Any employee who voluntarily leaves or is discharged from his employment after he has been in such employment for at least six complete consecutive calendar months shall be paid a bonus of one day's pay for every period of two

complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder, the day's pay to be at the ordinary rate for the class of work usually being done by the employee about the time when he so leaves or is discharged.

Provided that where leave of absence for two instead of one day should have been given in pursuance of sub-clause (b) hereof and has not been so given, such employee shall be paid a bonus of two days' pay in respect of each day of leave of absence that has not been so given.

(e) If the employee is a piece-worker the pay to be given for the period of leave of absence or as a bonus where leave is not given shall be at the rate fixed for a time-worker doing the same class of work as that of the employee.

(f) Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, the employee in respect of the period during which he was in the service of the predecessor shall for the purposes of this clause be deemed to have been in the service of the employer.

(g) In this clause employee means either a male or female employee, and the clause shall be construed accordingly.

(h) For the purposes of this clause the service shall be deemed to have continued and to continue unbroken and constant notwithstanding any interruption or determination of the employment by the employer if such interruption or determination has been or be made merely with the intention of avoiding obligation hereunder in respect of leave of absence or bonus.

(i) For the purposes of this clause, calendar months shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and, if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

Provided that persons in employment on the 1st day of January, 1938, shall for the purposes of this clause be deemed to have commenced their service on that date.

(j) This clause shall come into operation on the 1st day of January, 1938.

(k) On application by any employer, this Wages Board, if satisfied that, because of the economic position of any part of the industry to which this Determination applies, injury to such part will be caused by the operation of this clause, may postpone or suspend such operation for such time as it may think fit.

FEMALES NOT TO OPERATE MACHINES.

(7) A female shall not be required or permitted to operate any guillotine machine.

REST INTERVAL FOR FEMALES.

(8) There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Saturday inclusive, in each week for each female employee on time work or on piece-work, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

FIVE-DAY WEEK.

(9) When the employer desires to work the ordinary working hours in a five-day week, he may do so. The employer and the employees may thereupon agree upon the hours of commencing and finishing work with a starting time not earlier than 7.30 a.m., and a finishing time not later than 6 p.m., and in the event of such agreement being made, the hours so agreed shall be substituted for the hours fixed by this Determination, notwithstanding anything to the contrary contained in clauses (10) (b), (12) (b), and (c), and (12) (h) hereof. In default of agreement, such hours may be decided by this Wages Board.

HOURS.

(10) (a) The day-work hours of duty of employees shall not exceed eight hours on Monday to Friday inclusive and four hours on Saturday, and shall not exceed 44 hours in any week, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and noon on Saturday.

(b) The daily working hours of each office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and his employees, and in default of such agreement, as settled by this Wages Board.

NIGHT WORK.

(11) (a) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.

(b) The hours of duty for night-shift workers shall not exceed 44 per week, to be worked within ten hours a shift on Monday to Friday inclusive.

(c) The hours of commencing and finishing duty on each shift, of all employees on night shift or unusual shift, shall be arranged between each particular employer and his employees, and, in default of such agreement, as settled by this Wages Board.

(d) A female employee or an employee under seventeen years of age shall not perform night-shift work.

(e) On any day when the hours of any night shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such day.

OVERTIME.

(12) (a) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(b) All duty performed by time-workers in excess of or outside the hours mentioned in clauses (10) or (11) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(c) All duty performed by piece-workers in excess of or outside the hours mentioned in clauses (10) and (11) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of rate and a half for the first three hours and double rate thereafter.

(d) (i) Where a weekly time-worker works on any day of his annual leave or on any public holiday mentioned in clause (5) hereof when he is entitled to be away from his employment, he shall be paid therefor at not less per hour than the hourly rate of his weekly wage, in addition to the weekly wage, and shall be given not less than four hours' work, or pay equivalent thereto.

(ii) Where a weekly piece-worker works on any such day of annual leave, or on any such public holiday, he shall be paid therefor one day's pay of the corresponding time-worker and the usual piece-work rate or rates for work done by him. He shall also be provided with at least four hours' work, and in the event of insufficient piece-work being provided to keep him continuously employed for such four hours he shall be paid for any non-working time at the time-worker's ordinary hourly rate.

(iii) Should a weekly time-worker, or weekly piece-worker, who has worked on a holiday within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the ordinary time-work rate or double the ordinary piece-work rate, as the case may be, for the hours worked before the ordinary hour of commencing work or after the ordinary hour of finishing work.

(iv) This sub-clause (d) shall, with the necessary changes, be read to apply equally to a night worker as to a day worker.

(e) (i) Double time or double rate shall be paid for all work done on Saturday afternoon, and (with a minimum of four hours' work or pay equivalent thereto) on Sunday.

(ii) Where the hours of the ordinary working week are worked within five days any work done on the sixth day shall be paid for at time and a half or rate and a half for the first four hours worked before noon and at double time or double rate thereafter.

(iii) Where the hours of the ordinary working week are worked within five night shifts, any work done on the sixth night shift shall be paid for at double time or double rate.

(f) An employee, if called upon to work overtime in excess of one hour after the usual finishing time of any shift, shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given to an adult male employee during the previous shift, or where notice of overtime has been given to him, but overtime has not been worked, 2s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work. Where any junior or female is required to work overtime, or is given notice of overtime and such overtime is not worked, 1s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

(g) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(h) No employee under 16 years of age shall be employed on overtime. No employee under 17 years of age, nor any female shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clauses (9) and (10) (a) hereof.

(i) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(j) An employer shall not require or permit an employee to work overtime or on night shift in connexion with power-driven machinery unless he works in company with at least one other person.

(k) One hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by for work shall be paid for as a "call" to any employee brought in to do any work not in the ordinary working hours, such to be paid for at the rate of time and a half or rate and a half, except on Saturday afternoon, and on Sunday, when double time or double rates shall be paid.

EMPLOYEE MISSING USUAL CONVEYANCE.

(13) Whenever the finishing time of any employee working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

MEAL PERIOD.

(14) (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

(d) The lunch period of any employee shall be between the hours of noon and 2 p.m.

TERMS OF EMPLOYMENT AND SICK PAY.

(15) (a) No person shall be employed except as—

- (i) a weekly time-worker; or
- (ii) a weekly piece-worker; or
- (iii) a casual time-worker; or
- (iv) a casual piece-worker.

(b) A weekly time-worker, to become entitled to payment of a weekly wage shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) (i) A weekly time-worker not attending for duty shall lose his pay for the actual time lost unless he produces or forwards within twenty-eight hours of the commencement of such absence evidence or a message satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but notwithstanding that he may be employed by different employers he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 44 hours in each year. Such year shall begin on the date on which this Determination came into force.

(ii) A weekly piece-worker shall be excused from presenting himself for employment at the proper time and place each day because of personal ill-health and shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if during such period he had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he shall comply with and be subject to the conditions for time-workers prescribed in paragraph (i) hereof.

(iii) If an employer within 48 hours after the receipt by him of a written message sent by (or on behalf of) an absent employee, alleging that his absence is due to personal ill-health, fails to despatch or give to the employee a written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to personal ill-health.

(iv) If an employer within 48 hours after the receipt by him of such message despatches or gives to the employee a written notice that he does not accept such message as satisfactory evidence of personal ill-health, but requires further evidence, the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of personal ill-health, he shall pay or refund any fee and incidental expenses necessarily paid or incurred by the employee. The employee shall submit to medical examination at the employer's expense if so required, and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(v) If an employer rejects a claim for sick pay this Wages Board shall have power, upon application by the Printing Industry Employees Union of Australia, or by the employee concerned, to hear such claim, and to make such order

thereon as it thinks appropriate; and the employee, if required to attend this Wages Board on the hearing of his claim, shall, if his claim succeeds, but not otherwise, be entitled to be paid by the employer for the time of his attendance, if a time-worker, at his usual rate, or if a piece-worker, at the corresponding time-worker's rate.

(vi) In any case where the period of 48 hours referred to in paragraphs (iii) and (iv) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day, and in any case where illness commences after the finish of such last working day the said period of 48 hours shall be deemed to commence at the starting hour of the next ordinary working day.

(d) A weekly piece-worker is a piece-worker engaged as a weekly employee. The following conditions apply to the employment of a weekly piece-worker:—

(i) On each working day or night of the week he shall present himself for employment at the usual time for beginning work at the place of business of the employer unless informed before leaving work by the employer that his attendance on any day or any night is not required.

(ii) If he has not been informed as provided in the foregoing paragraph, and actually presents himself on any such day or any such night he shall receive not less than four hours' continuous employment or he paid for such four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker. Provided that a weekly piece-worker on day work working on a Saturday shall receive not less than three hours' work or be paid for such three hours (or any part of such three hours as would be non-working time) at the rate aforesaid, and his shift shall finish not later than noon.

(iii) (1) The provisions of this paragraph (iii) shall have full force and effect notwithstanding anything contained in this Determination.

(2) In this paragraph the words "the corresponding time-worker" mean—

(a) As to an adult male, as defined by clause (30) (d) hereof—an adult male weekly time-worker employed in the same calling as the weekly piece-worker who is concerned;

(b) As to an adult female, as defined by clause (30) (d) hereof—an adult female weekly time-worker employed in the same calling as the weekly piece-worker who is concerned; and

(c) As to a male junior—a male junior weekly time-worker of the same age employed in the same calling as the weekly piece-worker who is concerned; and

(d) As to a female junior or any female of less than five years' experience—a female junior weekly time-worker of corresponding experience employed in the same calling as the weekly piece-worker concerned.

(3) For any week in which he has worked the full hours of duty, the weekly piece-worker shall be paid at least the corresponding time-worker's wage.

(4) For any week in which, though he has complied with the provisions of paragraph (i) hereof, he is not required to work the full hours of duty, he shall be paid for that week the corresponding time-workers' wage.

(5) If in any week there occurs a public holiday, as provided in clause (5) hereof, upon which the weekly piece-worker is not required to work, he shall be paid, in addition to his aggregate piece-work earnings for that week, a sum equivalent to that paid to the corresponding time-worker for such public holiday.

(iv) Notwithstanding anything in this Determination contained, lateness shall not, except as in this condition provided, affect the right of a piece-worker to the benefits of this sub-clause (d). A piece-worker's earnings shall not be subjected to deduction for lateness or lost time unless such lateness or lost time would cause an employer to make a payment which he otherwise would not be required to make. Subject to this condition, where a piece-worker is late or loses time on any day he shall be subject only to such a deduction from any moneys due to him as is proportionate to the time actually lost by him.

(e) (i) The employment of a weekly time-worker or piece-worker may be terminated by a week's notice on either side, and such notice may be given on any day of the week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any

employee without notice for malingering; inefficiency, neglect of duty, or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike of the Printing Industry Employees Union of Australia, or any other union, or through any breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.

(ii) In the event of work being temporarily stopped by a breakdown of machinery, or by any cause for which the employer cannot be held responsible, and the employee has lost at least two days' pay the employee, whether a weekly time-worker or weekly piece-worker, may inform the employer of his intention to terminate his employment, whereupon the employment shall be terminated without the employee being required to give the week's notice mentioned in paragraph (i) hereof, and he shall be paid such moneys as are due to him under this Determination.

(f) Where a weekly piece-worker gives or receives a week's notice of the termination of his employment, he shall during the week that such notice runs, be given the same amount of piece-work as it has been customary for him to perform during the period of his engagement.

(g) If an employee's services be terminated during the course of the week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter. Without prejudice to his liability to legal proceedings in respect of such non-observance, an employer not observing this provision shall pay such employee an extra full day's pay for each day after the employer's usual pay day upon which he applies at the employer's place of business for payment of the amount due to him, and does not receive it.

CASUAL EMPLOYEES.

(16) (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly time-worker or weekly piece-worker. A casual employee, after two weeks of continuous employment as a casual employee, shall become a weekly time-worker or weekly piece-worker.

(b) If a casual employee commences duty on any day, or is directed to attend for duty and actually attends on any day, such employee, if a time-worker, shall in respect of such day be paid at the rate herein provided and for six hours (either day or night) at the least, except on Saturday, when he shall be paid for three hours at the least, and if a piece-worker, shall, in respect of such day, be given four hours' work at the least, or paid for four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker, except on Saturday, when he shall be given three hours' work at the least or paid for three hours (or any part of such three hours as would be non-working time) at the corresponding time-worker's rate.

(c) A casual employee, whether working at piece-work or time-work, and whether working on day or night shift, shall be paid for such work the piece-work rate or the hourly rate prescribed for such work, with the addition of 12½ per cent.

(d) A casual employee, when working overtime, shall have his rate of pay as a casual employee increased by the same proportion (e.g., one-half, or double, as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employees directed to be increased under this Determination for work done on overtime, with the addition of 12½ per cent.

MIXED FUNCTIONS.

(17) Where during any day a time-worker or piece-worker is employed on work requiring the performance of functions involving different rates of wages prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.

PIECE-WORK.

(18) (a) The piece-work rates payable to adults and juniors shall be uniform and not differential.

(b) When an employee is employed upon piece-work to perform any of the functions or duties for which a time wage is fixed by this Determination, and for which a piece-work rate is not fixed, then the minimum piece-work rates for such work shall be so calculated by the employer that an average adult worker may earn at the least at such piece-work rate, if employed during the hours fixed for work for time-workers, a sum equal to such time-worker's wage, with the addition of 12½ per cent., and such piecework rates shall be notified to the employee before the work is commenced by him. All such piece-work rates so fixed shall be posted and kept posted in a conspicuous and easily accessible place in the workroom. Any such rate which provides a wage not less than that stipulated herein for an average adult worker, and which has been in operation for one month, shall remain unchanged unless a change is agreed to by the Printing Industry Employees Union of Australia, or is made by this Wages Board.

(o) No undue advantage shall be given to one piece-worker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.

(d) Piece-workers required to clean bench, glue board or table, or floor, or any machine, shall be paid for the time he or she is occupied on such work at the rate provided herein for time work for the class of work on which the employee is usually employed.

(e) Piece-workers shall have their work counted out for them and so arranged in a convenient place that no time will be lost. Glue, paste, and all other essentials shall be provided by the employer in proper condition to permit of the work being facilitated, and such materials shall be of good average quality.

(f) (i) The piece-worker shall be provided with a book in which the piece-worker is to enter the work performed by such piece-worker in such a manner as to clearly set out each and every operation performed by such piece-worker.

(ii) To the entries made as set out in the foregoing paragraph the employer shall affix the correct price of the work in ink, and shall return the book to the employee at the end of each day's work or within four hours of commencing work on the following day.

(iii) The piece-worker shall be entitled to take away such book at the end of each day's work, but shall bring such book back to the factory when arriving at the factory to commence work each day. Such book shall be and remain the property of the piece-worker.

(iv) All waiting time shall be entered in such book by the piece-worker.

(v) Nothing in this sub-clause (f) shall operate to prevent an employer from having his own book or other form of record for his own purposes kept in any manner he may desire, and in such book or other form of record he may require the piece-worker to make such entries as he deems to be necessary.

(g) When piece-workers are kept waiting for work or any materials, all waiting time shall be totalled up when the day's work is finished, and paid for at not less than the corresponding time-worker's rate. A piece-worker shall be deemed to be waiting for work unless directed not to remain on the employer's premises for work.

(h) A weekly piece-worker of more than five years' experience in the branch of the industry in which he or she is employed shall not for any other reason than inefficiency be changed to time-work (1) unless paid the corresponding time-worker's hourly rate with 12½ per cent. in addition; or (2) unless given one week's notice by the employer of his intention to require him or her to work as a time-worker.

(i) No system of payment by results other than that authorized by this Determination shall be permitted unless agreed to by the Printing Industry Employees Union of Australia or sanctioned by this Wages Board.

(k) Any system of payment by results in operation at the commencement date of this Determination may continue to operate, provided that its terms shall be posted in a conspicuous place in each workroom in which the work is being done, and kept posted. The terms of any such system may be changed from time to time with the consent in writing of the said Union or by this Wages Board. Any such system when discontinued shall not be revived, except as provided in sub-clause (j) herein.

WAGES AND PAY DAY.

(19) Subject to clause (15) (e) hereof, an employee shall be paid his wages on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.

(20) No work shall be taken off the employer's premises to be executed by any employee.

TIME BOOK.

(21) (a) Each employer shall keep a time and wages book, correctly and fully written in ink, showing the name of each employee, and his occupation, the hours worked (including overtime) each day or night, and in respect of waiting time paid for under clause (18) (g) hereof the time of the commencement and the ending of each period of waiting time, and the wages, overtime, and allowance paid each week; provided that the employer may at his option use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or, when a clock is installed, the time cards, shall be open for inspection by a duly accredited official of the Printing Industry Employees Union of Australia, or of the employer's employees, during the usual office hours at the office or other convenient place. The inspecting official shall be entitled to take and carry away a copy of any entry in such book or time card, and may in any relevant proceeding tender such copies in evidence. Every book or time card kept or made under this clause shall for at least twelve months after the making of any record thereon be kept by the employer at his place of business and shall be there open for inspection under this clause.

(b) Twenty-four hours' notice of the intention to inspect the time book shall be given to the employer whose book is to be inspected.

AUTHORIZED PERSON MAY ENTER FACTORY...

(22) (a) (1) The secretary-treasurer of the Printing Industry Employees Union of Australia, and

(2) The secretary of the appropriate branch or sub-branch thereof of the said union, or

(3) An officer of the appropriate branch or sub-branch thereof of the said union accredited in writing by the secretary of the branch,

shall have power to enter and inspect during working hours any part of a printing factory or workshop in which any piece-work operation is being carried on, and to interview the employees in regard to piece-work rates and conditions of employment.

(b) At least four hours' notice shall be given to the employer or his representative by any such person or persons prior to his or their actual going on the premises, and the employer shall be notified of his or their arrival, and he or his representative shall be entitled to accompany any such person or persons, and shall provide access to the wages book and time sheet and records of any piece-work employee. Upon request of the said person the employer or his representative shall produce any work or part of any work done or in the course of being done by a piece-work employee. The work and duties of the employees shall be interfered with as little as possible by any such person.

UNION OFFICIAL VISITING FACTORY.

(23) Duly accredited representatives of the Printing Industry Employees Union of Australia shall have the right to enter employers' working establishments during the midday meal time for the purpose of interviewing employees on legitimate union business, on the following conditions:—

(a) That the representative produces his authority to the employer or his representative.

(b) That the representative interviews employees only at places where they are taking their meals.

(c) That not more than two such representatives shall at any one time visit or be in any one working establishment, and if there are two representatives they shall both be there at the same time.

(d) That if a working establishment shall have been visited by any such representative during a week it shall not be visited afterwards during the same week by any such representative.

(e) That if any employer alleges that a representative is unduly interfering with his working establishment, or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the said union shall have the right to bring such refusal before this Wages Board which may thereupon rescind or otherwise deal with such refusal.

UNION DELEGATE.

(24) Not more than two delegates, chosen by and from the employees of an employer, shall be allowed the necessary time in working hours to interview the employer or his representative for the purpose of submitting grievances. If the members so chosen be piece-workers they shall be paid for such time the time-worker's wage in their branch of the industry.

SEATING PROVISION.

(25) (a) Any male employee whose work requires him to be seated shall be provided with a reasonably comfortable seat.

(b) Any female employee whose work permits of her being seated or requires her to be seated shall be provided with a reasonably comfortable seat.

DETERMINATION, ETC., TO BE POSTED.

(26) A copy of this Determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees Union of Australia shall be permitted to post notices as to union meetings on a board at each establishment in a reasonable manner.

HEALTH NOTICES.

(27) Notices containing advice for the preservation of the health and protection of workmen, if provided by the Printing Industry Employees Union of Australia, shall be kept prominently posted and displayed in all workrooms by the employer.

HEALTH PROVISIONS.

(28) (a) Dry cleaning shall not be permitted or carried out in any printing factory, workshop, or place. All establishments and workshops shall be efficiently ventilated.

(b) The employer shall provide a suitable place for employees to wash their hands.

(c) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.

(d) Where artificial light is in use, effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.

FIRST-AID CHEST.

(29) The employer shall provide a first-aid chest, which shall be a suitable dust-proof receptacle, made of either metal or wood, for the use of the employees, in some accessible place. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factories and Workshops in which not more than 30 Persons are Employed.	Any Factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle ..	1 bottle
Bandages, cotton and gauze ..	½ doz. assorted sizes	1 doz. assorted sizes
Castor oil	½ ounce ..	2 ounces
Iodine, tincture of	1 ounce ..	2 ounces
Manual, First-aid	1 jar ..	1 jar
Petrolatum, carbolyzed	1 jar ..	1 jar
Picric acid solution, made according to the following recipe or prescription:—1½ teaspoonsful of powdered picric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water		
Pins, safety	1 packet ..	1 packet
Sal-volatile	1 ounce ..	6 ounces
Scissors	1 pair ..	1 pair
Tourniquet	1 ..	1
Tweezers	1 pair ..	1 pair
Cotton, absorbent		
Gauze, sterilized, plain	} An adequate assortment	An adequate assortment
Lint, absorbent		
Plaster, adhesive		

INTERPRETATION OF THE DETERMINATION.

(30) (a) A time-worker's hourly rate for any work for which a weekly rate is prescribed by this Determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

(b) The word "factory" or 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 by employees.

(c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift, or any mixed day and night shift.

(d) "Adult male" shall mean (1) any male employee over 21 years of age, or (2) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean (1) any female employee over 21 years of age, or (2) any female employee of any age who has had five years' experience in the industry.

(e) A duly accredited or authorized official or person, member of the Printing Industry Employees Union of Australia, shall mean any officer or member of the said union or of the appropriate branch or sub-branch thereof who may be accredited in writing by the secretary-treasurer of the said union or by the appropriate branch secretary, and shall include the said secretary-treasurer and branch secretary. The words "branch secretary" shall mean the secretary of any State Branch of the said union.

Melbourne, 13th May, 1939.

F. A. MARZORINI,
Secretary for Labour.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE STATIONERY BOARD.

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

NOTES.—(a) 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 Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(b) The following trades have been proclaimed as apprenticeship trades under the *Apprenticeship Act 1928*, for the Metropolitan District:—

1. Edge gilding.
2. Guillotine machine operating.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne. (Price 3d.)

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 10th December, 1937, by the Stationery Board, and published in the *Government Gazette* on the 6th January, 1938, hereby issue an adjusted determination showing the adjusted rates to be paid as from the beginning of the first pay period to commence in June, 1939, to any persons (other than persons subject to the jurisdiction of the Card-board Box Trade Board, the Paper Bag Trade Board, the Paper Board, or the Wicker and Baby Carriage Board), employed in the trade of:—

(a) Wholly or partly preparing or manufacturing stationery or articles made of paper, cardboard or similar materials, but not including paper flowers, paper patterns, paper dresses, paper cake frills, paper baskets, paper party hats or caps, paper crackers or bon bons, or lamp shades.

(b) Brushing, Calendering, Cutting from reel, or Surface coating } Paper, cardboard, or similar materials,

(1)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
1	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	5 7 0
2	Edge gilder	5 7 0
3	Guillotine machine operator	5 7 0
4	Tag machinist where machine has printing attachment	5 4 0
5	Tag machinist	4 13 0
6	Cutter from reel and/or slitter	4 9 0
7	Cutter from reel and/or slitter if cutting or slitting printed or embossed paper and/or if slitting paper into rolls for recording machines or wrapping machines or similar machines	4 12 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A" Adult Males—continued.</i>		
8	Envelope angle cutter	5 0 0
9	Envelope angle cutter who has to mark out	5 4 0
10	Envelope cutter and/or die cutter	4 12 0
11	Envelope cutter and/or die cutter who has to mark or lay out	4 14 0
12	Cutter of playing cards	4 12 0
13	Doyley machinist	4 14 0
14	Surface coater	4 12 0
15	Colour mixer for surface coating	4 4 0
16	Calenderer	4 9 0
17	Brusher	4 9 0
18	Water-proofer	4 9 0
19	Plate roller	4 9 0
20	Employee working pasteboard machine	4 13 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines	5 7 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking and/or cutting of material (except leather) solely and continuously	4 12 0
23	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship	4 9 0
24	Any other adult male	4 0 0
25	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him .. .. .	..

Table "B"—Adult Females.

(Including non-adult females of at least five years' experience.)

1	Female employee of more than five years' experience employed in connexion with stationery	2 11 0
2	Female embosser	2 12 0
3	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive) (b) from nine to fifteen employees (both inclusive) (c) over fifteen employees	2 15 0 3 1 0 3 7 0
4	Female employees not otherwise specified	2 3 0

NOTE.—See clause 30 (f) *rs* additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

(2) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(3) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	£ s. d.
1. Under 15 years of age	0 16 6
2. Between 15 and 16 years of age ..	1 0 6
3. " 16 " 17 " "	1 0 0
4. " 17 " 18 " "	1 15 6
5. " 18 " 19 " "	2 4 6
6. " 19 " 20 " "	2 14 0
7. " 20 " 21 " "	3 3 0

Where the work is performed by a male apprentice—

	Per week.
	£ s. d.
8. First year	0 16 6
9. Second year	1 0 6
10. Third year	1 6 0
11. Fourth year	1 15 6
12. Fifth year	2 4 6
13. Sixth year	3 3 0

14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.

Where the work is performed by a female junior—

	Per week.
	£ s. d.
1. First year's experience	0 16 6
2. Second year's experience	0 19 6
3. Third year's experience	1 4 0
4. Fourth year's experience	1 8 6
5. Fifth year's experience	1 17 6

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.

7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

LIMITATION OF EMPLOYMENT OF JUNIORS.

(4) (a) No department shall be manned exclusively by juniors.

(b) Not more than two male juniors shall be employed to each male adult employed as a weekly employee in each department. For the purposes of this provision an apprentice shall be deemed to be a junior.

(c) No junior, unless an apprentice, under 18 years of age, shall be employed on a power-driven guillotine.

(d) In all parts of the industry, juniors shall (except in any branch of the industry in respect of which provision is made for apprenticeship) be given reasonable opportunities to become proficient in different classes of work, and shall be taught higher grade work as they progress in the knowledge of their work.

(e) In connexion with any branch of the industry in respect of which provision is made for apprenticeship, no employer shall engage any male person under the age of 21 years, or continue the employment of any such male person engaged but not indentured before the commencement of this Determination, except as an apprentice or probationer for apprenticeship, (provided that the period of such probation shall not exceed six months from the engagement of such male person, and that such person shall not at any time during his probation be more than 18 years of age).

Nothing in this sub-clause shall affect the employment of boys in such work as going messages, sweeping up, and cleaning or feeding printing machines.

HOLIDAYS.

(5) (a) An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination "holiday" means the day observed as any of the following days:—New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day, King's Birthday, and Melbourne Cup Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within one week before any holiday (or within one week before the first day of several holidays), his re-engagement by the same employer within one week after such holiday (or, as the case may be, within one week after the last day of such several holidays), shall be prima facie evidence that his employment was terminated in breach of sub-clause (b) hereof.

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

(e) Where an employee is absent from his or her employment on the day before or the day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(f) The wage payable to a weekly piece-worker under this clause shall be that fixed for a time-worker in the same occupation. A junior male shall be paid the time wage appropriate to his age and a junior female the time wage appropriate to her years of experience, provided that a female worker of more than five years' experience shall be deemed to be an adult for the purpose of computing the amount payable to her under this clause.

(g) The provisions of this clause (5) shall apply, only to weekly employees.

CONSTANT SERVICE LEAVE OR BONUS.

(6) (a) In addition to the holidays provided for by clause (5) hereof, an employee, whether a time worker or a piece-worker, who remains in the service of the same employer for at least a year, shall, if the employment has not been terminated, be entitled to one day's leave of absence on full pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder.

(b) The employer shall have the right to fix the time when such leave will be given, but must fix a time so that the leave then accrued due will be wholly given in one continuous period within fifteen months after the beginning of the period of service in respect of which the leave is due, and if he does not so fix the time or so give the leave he shall, for each day of leave then due, forthwith, give the employee two days' leave of absence on full pay.

Provided that the employer may, if he think fit, give at any time in advance the period of six or seven days' continuous leave on full pay prospectively due in respect of the six or seven (as the case may be) periods of two months' service comprised within such fifteen months.

Provided further that if the leave be given so that the employee is freed from work for the employer throughout the seven days of a week or throughout a period extended to more than such seven days by reason of holidays as provided in sub-clause (c) hereof, the leave comprised within such seven days or within such extended period shall for the purposes of this clause be deemed to be six days' leave.

(c) Where any of the holidays provided for in clause (5) hereof so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday although he does not work thereon, and that holiday happens to fall within that employee's period of leave of absence, the days in that period shall be reckoned in addition to that holiday.

(d) Any employee who voluntarily leaves or is discharged from his employment after he has been in such employment for at least six complete consecutive calendar months shall be paid a bonus of one day's pay for every period of two complete consecutive calendar months comprised in his service in respect of which he has not already received leave or bonus hereunder, the day's pay to be at the ordinary rate for the class of work usually being done by the employee about the time when he so leaves or is discharged.

Provided that where leave of absence for two instead of one day should have been given in pursuance of sub-clause (b) hereof and has not been so given, such employee shall be paid a bonus of two days' pay in respect of each day of leave of absence that has not been so given.

(e) If the employee is a piece-worker the pay to be given for the period of leave of absence or as a bonus where leave is not given shall be at the rate fixed for a time-worker doing the same class of work as that of the employee.

(f) Where the employer is a successor or assignee or transferee of a business, if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, the employee in respect of the period during which he was in the service of the predecessor shall for the purposes of this clause be deemed to have been in the service of the employer.

(g) In this clause employee means either a male or female employee, and the clause shall be construed accordingly.

(h) For the purposes of this clause the service shall be deemed to have continued and to continue unbroken and constant notwithstanding any interruption or determination of the employment by the employer if such interruption or determination has been or be made merely with the intention of avoiding obligation hereunder in respect of leave of absence or bonus.

(i) For the purposes of this clause, calendar months shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and, if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

Provided that persons in employment on the 1st day of January, 1938, shall for the purposes of this clause be deemed to have commenced their service on that date.

(j) This clause shall come into operation on the 1st day of January, 1938.

(k) On application by any employer, this Wages Board, if satisfied that, because of the economic position of any part of the industry to which this Determination applies, injury to such part will be caused by the operation of this clause, may postpone or suspend such operation for such time as it may think fit.

FEMALES NOT TO OPERATE MACHINE.

(7) A female shall not be required or permitted to operate any guillotine machine.

REST INTERVAL FOR FEMALES.

(8) There shall be an interval of ten minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Saturday inclusive, in each week for each female employee on time-work or on piece-work, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

FIVE-DAY WEEK.

(9) When the employer desires to work the ordinary working hours in a five-day week, he may do so. The employer and the employees may thereupon agree upon the hours of commencing and finishing work with a starting time not earlier than 7.30 a.m., and a finishing time not later than 6 p.m., and in the event of such agreement being made, the hours so agreed shall be substituted for the hours fixed by this Determination, notwithstanding anything to the contrary contained in clauses (10) (b), (12) (b) and (c), and (12) (k) hereof. In default of agreement, such hours may be decided by this Wages Board.

HOURS.

(10) (a) The day work hours of duty of employees shall not exceed eight hours on Monday to Friday inclusive and four hours on Saturday, and shall not exceed 44 hours in any week, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and noon on Saturday.

(b) The daily working hours of each office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and his employees, and in default of such agreement, as settled by this Wages Board.

NIGHT WORK.

(11) (a) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.

(b) The hours of duty for night-shift workers shall not exceed 44 per week, to be worked within ten hours a shift on Monday to Friday inclusive.

(c) The hours of commencing and finishing duty on each shift, of all employees on night shift or unusual shift, shall be arranged between each particular employer and his employees, and in default of such agreement, as settled by this Wages Board.

(d) A female employee or an employee under seventeen years of age shall not perform night-shift work.

(e) On any day when the hours of any night-shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such day.

OVERTIME.

(12) (a) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(b) All duty performed by time-workers in excess of or outside the hours mentioned in clauses (10) or (11) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(c) All duty performed by piece-workers in excess of or outside the hours mentioned in clauses (10) or (11) hereof, or in excess of the hours of a shift, shall be overtime, and shall be paid for at the rate of rate and a half for the first three hours and double rate thereafter.

(d) (i) Where a weekly time-worker works on any day of his annual leave or on any public holiday mentioned in clause (5) hereof when he is entitled to be away from his employment, he shall be paid therefor at not less per hour than the hourly rate of his weekly wage, in addition to the weekly wage, and shall be given not less than four hours' work, or pay equivalent thereto.

(ii) Where a weekly piece-worker works on any such day of annual leave, or on any such public holiday, he shall be paid therefor one day's pay of the corresponding time-worker, and the usual piece-work rate or rates for work done by him. He shall also be provided with at least four hours' work, and in the event of insufficient piece-work being provided to keep him continuously employed for such four hours he shall be paid for any non-working time at the time-worker's ordinary hourly rate.

(iii) Should a weekly time-worker, or weekly piece-worker, who has worked on a holiday within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the ordinary time-work rate or double the ordinary piece-work rate, as the case may be, for the hours worked before the ordinary hour of commencing work, or after the ordinary hour of finishing work.

(iv) This sub-clause (d) shall, with the necessary changes, be read to apply equally to a night worker as to a day worker.

(e) (i) Double time or double rate shall be paid for all work done on Saturday afternoon, and (with a minimum of four hours' work or pay equivalent thereto) on Sunday.

(ii) Where the hours of the ordinary working week are worked within five days any work done on the sixth day shall be paid for at time and a half or rate and a half for the first four hours worked before noon and at double time or double rate thereafter.

(iii) Where the hours of the ordinary working week are worked within five night shifts, any work done on the sixth night shift shall be paid for at double time or double rate.

(f) An employee, if called upon to work overtime in excess of one hour after the usual finishing time of any shift, shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given to an adult male employee during the previous shift, or where notice of overtime has been given to him, but overtime has not been worked, 2s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work. Where any junior, apprentice, or female is required to work overtime, or is given notice of overtime, and such overtime is not worked, 1s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

(g) Any employee required to work more than six consecutive shifts without a clear interval of 36 hours after the sixth shift shall be paid double rates for all work performed by him after the sixth shift until he shall have had such clear interval of 36 hours between shifts.

(h) No employee under 16 years of age shall be employed on overtime. No employee under 17 years of age, nor any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clauses (9) and (10) (a) hereof.

(i) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(j) An employer shall not require or permit an employee to work overtime or on night shift in connexion with power-driven machinery unless he works in company with at least one other person.

(k) One hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by for work shall be paid for as a "call" to any employee brought in to do any work not in the ordinary working hours, such to be paid for at the rate of time and a half or rate and a half, except on Saturday afternoon, and on Sunday, when double time or double rates shall be paid.

EMPLOYEE MISSING USUAL CONVEYANCE.

(13) Whenever the finishing time of any employee working overtime or working on any temporary night shift is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

MEAL PERIOD.

(14) (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) No employee shall be compelled to break shift except for meals, and no shift shall exceed five hours without a break for meals.

(c) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

(d) The lunch period of any employee shall be between the hours of noon and 2 p.m.

TERMS OF EMPLOYMENT AND SICK PAY.

(15) (a) No person shall be employed except as—

- (i) a weekly time-worker; or
- (ii) a weekly piece-worker; or
- (iii) a casual time-worker; or
- (iv) a casual piece-worker.

(b) A weekly time-worker, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) (i) A weekly time-worker not attending for duty shall lose his pay for the actual time lost unless he produces or forwards within 28 hours of the commencement of such absence evidence or a message satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but notwithstanding that he may be employed by different employers he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 44 hours in each year. Such year shall begin on the date on which this Determination came into force.

(ii) A weekly piece-worker shall be excused from presenting himself for employment at the proper time and place each day because of personal ill-health, and shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if during such period he had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he shall comply with and be subject to the conditions for time-workers prescribed in paragraph (i) hereof.

(iii) If an employer within 48 hours after the receipt by him of a written message sent by (or on behalf of) an absent employee, alleging that his absence is due to personal ill-health, fails to despatch or give to the employee a written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to personal ill-health.

(iv) If an employer within 48 hours after the receipt by him of such message despatches, or gives to the employee a written notice that he does not accept such message as satisfactory evidence of personal ill-health, but requires further evidence, the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of personal ill-health, he shall pay or refund any fee and incidental expenses necessarily paid or incurred by the employee. The employee shall submit to medical examination at the employer's expense if so required, and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(v) If an employer rejects a claim for sick pay this Wages Board shall have power, upon application by the Printing Industry Employees Union of Australia, or by the employee concerned, to hear such claim, and to make such order thereon as it thinks appropriate; and the employee, if required to attend this Wages Board on the hearing of his claim shall, if his claim succeeds, but not otherwise, be entitled to be paid by the employer for the time of his attendance, if a time-worker, at his usual rate, or if a piece-worker, at the corresponding time-worker's rate.

(vi) In any case where the period of 48 hours referred to in paragraphs (iii) and (iv) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day, and in any case where illness commences after the finish of such last working day the said period of 48 hours shall be deemed to commence at the starting hour of the next ordinary working day.

(d) A weekly piece-worker is a piece-worker engaged as a weekly employee. The following conditions apply to the employment of a weekly piece-worker:—

(i) On each working day or night of the week he shall present himself for employment at the usual time for beginning work at the place of business of the employer unless informed before leaving work by the employer that his attendance on any day or any night is not required.

(ii) If he has not been informed as provided in the foregoing paragraph, and actually presents himself on any such day or any such night he shall receive not less than four hours' continuous employment or be paid for such four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker. Provided that a weekly piece-worker on day work working on a Saturday shall receive not less than three hours' work or be paid for such three hours (or any part of such three hours as would be non-working time) at the rate aforesaid, and his shift shall finish not later than noon.

(iii) (1) The provisions of this paragraph (iii) shall have full force and effect notwithstanding anything contained in this Determination, or in the Schedule thereto.

(2) In this paragraph the words "the corresponding time-worker" mean—

(a) As to an adult male, as defined by clause (32) (d) hereof—an adult male weekly time-worker employed in the same calling as the weekly piece-worker who is concerned;

(b) As to an adult female, as defined by clause (32) (d) hereof—an adult female weekly time-worker employed in the same calling as the weekly piece-worker who is concerned; and

(c) As to a male junior—a male junior weekly time-worker of the same age employed in the same calling as the weekly piece-worker who is concerned; and

(d) As to a female junior or any female of less than five years' experience—a female junior weekly time-worker of corresponding experience employed in the same calling as the weekly piece-worker concerned.

(3) For any week in which he has worked the full hours of duty, the weekly piece-worker shall be paid at least the corresponding time-worker's wage.

(4) For any week in which, though he has complied with the provisions of paragraph (i) hereof, he is not required to work the full hours of duty, he shall be paid for that week the corresponding time-worker's wage.

(5) If in any week there occurs a public holiday, as provided in clause (5) hereof, upon which the weekly piece-worker is not required to work, he shall be paid, in addition to his aggregate piece-work earnings for that week, a sum equivalent to that paid to the corresponding time-worker for such public holiday.

(iv) Notwithstanding anything in this Determination contained, lateness shall not, except as in this condition provided, affect the right of a piece-worker to the benefits of this sub-clause (d). A piece-worker's earnings shall not be subjected to deduction for lateness or lost time unless such lateness or lost time would cause an employer to make a payment which he otherwise would not be required to make. Subject to this condition, where a piece-worker is late or loses time on any day he shall be subject only to such a deduction from any moneys due to him as is proportionate to the time actually lost by him.

(c) (i) The employment of a weekly time-worker or piece-worker may be terminated by a week's notice on either side, and such notice may be given on any day of the week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike of the Printing Industry Employees' Union of Australia, or any other union, or through any breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.

(ii) In the event of work being temporarily stopped by a breakdown of machinery, or by any cause for which the employer cannot be held responsible, and the employee has lost at least two days' pay, the employee, whether a weekly

time-worker or weekly piece-worker, may inform the employer of his intention to terminate his employment, whereupon the employment shall be terminated without the employee being required to give the week's notice mentioned in paragraph (i) hereof, and he shall be paid such moneys as are due to him under this Determination.

(f) Where a weekly piece-worker gives or receives a week's notice of the termination of his employment, he shall during the week that such notice runs, be given the same amount of piece-work as it has been customary for him to perform during the period of his engagement.

(g) If an employee's services be terminated during the course of the week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter. Without prejudice to his liability to legal proceedings in respect of such non-observance, an employer not observing this provision shall pay such employee an extra full day's pay for each day after the employer's usual pay day upon which he applies at the employer's place of business for payment of the amount due to him, and does not receive it.

CASUAL EMPLOYEES.

(16) (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly time-worker or weekly piece-worker. A casual employee, after two weeks of continuous employment as a casual employee, shall become a weekly time-worker or weekly piece-worker.

(b) If a casual employee commences duty on any day, or is directed to attend for duty and actually attends on any day, such employee, if a time-worker, shall in respect of such day be paid at the rate herein provided and for six hours (either day or night) at the least, except on Saturday, when he shall be paid for three hours at the least, and if a piece-worker, shall, in respect of such day, be given four hours' work at the least, or paid for four hours (or any part of such four hours as would be non-working time) at the appropriate rate for a time-worker except on Saturday, when he shall be given three hours' work at the least or paid for three hours (or any part of such three hours as would be non-working time) at the corresponding time-worker's rate.

(c) A casual employee, whether working at piece-work or time-work and whether working on day or night shift, shall be paid for such work the piece-work rate or the hourly rate prescribed for such work, with the addition of 12½ per cent.

(d) A casual employee, when working overtime shall have his rate of pay as a casual employee increased by the same proportion (e.g., one-half or double as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employees directed to be increased under this Determination for work done on overtime, with the addition of 12½ per cent.

MIXED FUNCTIONS.

(17) Where during any day a time-worker or piece-worker is employed on work requiring the performance of functions involving different rates of wages prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee performed such only of the said functions as involved the highest rate of wage.

PIECE-WORK.

(18) (a) The piece-work rates payable to adults and juniors shall be uniform and not differential.

(b) When an employee is employed upon piece-work to perform any of the functions or duties for which a time wage is fixed by this Determination and for which a piece-work rate is not fixed, then the minimum piece-work rates for such work shall be so calculated by the employer that an average adult worker may earn at the least at such piece-work rate, if employed during the hours fixed for work for time-workers, a sum equal to such time-worker's wage, with the addition of 12½ per cent., and such piece-work rates shall be notified to the employee before the work is commenced by him. All such piece-work rates so fixed shall be posted and kept posted in a conspicuous and easily accessible place in the workroom. Any such rate which provides a wage not less than that stipulated herein for an average adult worker, and which has been in operation for one month, shall remain unchanged unless a change is agreed to by the Printing Industry Employees Union of Australia or is made by this Wages Board.

(c) No undue advantage shall be given to one piece-worker over another. This provision applies to the quantity and to the classes or quality of work to be supplied to the employee.

(d) Piece-workers required to clean bench, glue board or table, or floor, or any machine, shall be paid for the time he or she is occupied on such work at the rate provided herein for time work for the class of work on which the employee is usually employed.

(e) Piece-workers shall have their work counted out for them and so arranged in a convenient place that no time will be lost. Glue, paste, and all other essentials shall be provided

by the employer in proper condition to permit of the work being facilitated, and such materials shall be of good average quality.

(f) (i) The piece-worker shall be provided with a book in which the piece-worker is to enter the work performed by such piece-worker in such a manner as to clearly set out each and every operation performed by such piece-worker.

(ii) To the entries made as set out in the foregoing paragraph the employer shall affix the correct price of the work in ink, and shall return the book to the employee at the end of each day's work or within four hours of commencing work on the following day.

(iii) The piece-worker shall be entitled to take away such book at the end of each day's work, but shall bring such book back to the factory when arriving at the factory to commence work each day. Such book shall be and remain the property of the piece-worker.

(iv) All waiting time shall be entered in such book by the piece-worker.

(v) Nothing in this sub-clause (f) shall operate to prevent an employer from having his own book or other form of record for his own purposes kept in any manner he may desire, and in such book or other form of record he may require the piece-worker to make such entries as he deems to be necessary.

(g) When piece-workers are kept waiting for work or any materials, all waiting time shall be totalled up when the day's work is finished, and paid for at not less than the corresponding time-worker's rate. A piece-worker shall be deemed to be waiting for work unless directed not to remain on the employer's premises for work.

(h) A weekly piece-worker of more than five years' experience in the branch of the industry in which he or she is employed shall not for any other reason than inefficiency be changed to time work (1) unless paid the corresponding time-worker's hourly rate with 12½ per cent, in addition; or (2) unless given one week's notice by the employer of his intention to require him or her to work as a time-worker.

(j) No system of payment by results other than that authorized by this Determination shall be permitted unless agreed to by the Printing Industry Employees' Union of Australia or sanctioned by this Wages Board.

(k) Any system of payment by results in operation at the commencement date of this Determination may continue to operate provided that its terms shall be posted in a conspicuous place in each workroom in which the work is being done, and kept posted. The terms of any such system may be changed from time to time with the consent in writing of the said Union or by this Wages Board. Any such system when discontinued shall not be revived, except as provided in sub-clause (j) herein.

WAGES AND PAY DAY.

(19) Subject to clause (15) (e) hereof, an employee shall be paid his wages on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.

(20) No work shall be taken off the employer's premises to be executed by any employee.

TIME BOOK.

(21) (a) Each employer shall keep a time and wages book, correctly and fully written in ink, showing the name of each employee, and his occupation, the hours worked (including overtime) each day or night, and in respect of waiting time paid for under clause (18) (g) hereof the time of the commencement and the ending of each period of waiting time, and the wages, overtime, and allowance paid each week: provided that the employer may at his option use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or, when a clock is installed, the time cards, shall be open for inspection by a duly accredited official of the Printing Industry Employees Union of Australia, or of the employer's employees, during the usual office hours at the office or other convenient place. The inspecting official shall be entitled to take and carry away a copy of any entry in such book or time card, and may in any relevant proceeding tender such copies in evidence. Every book or time card kept or made under this clause shall for at least twelve months after the making of any record thereon be kept by the employer at his place of business and shall be there open for inspection under this clause.

(b) Twenty-four hours' notice of the intention to inspect the time book shall be given to the employer whose book is to be inspected.

AUTHORIZED PERSON MAY ENTER FACTORY.

(22) (a) (1) The secretary-treasurer of the Printing Industry Employees Union of Australia, and

(2) The secretary of the appropriate branch or sub-branch thereof of the said union, or

(3) An officer of the appropriate branch or sub-branch thereof of the said union accredited in writing by the secretary of the branch shall have power to enter and inspect during working hours any part of a printing factory or workshop in which any piece-work operation is being carried on, and to interview the employees in regard to piece-work rates and conditions of employment.

(b) At least four hours' notice shall be given to the employer or his representative by any such person or persons prior to his or their actual going on the premises, and the employer shall be notified of his or their arrival, and he or his representative shall be entitled to accompany any such person or persons, and shall provide access to the wages book and time sheet and records of any piece-work employee. Upon request of the said person the employer or his representative shall produce any work or part of any work done or in the course of being done by a piece-work employee. The work and duties of the employees shall be interfered with as little as possible by any such person.

UNION OFFICIAL VISITING FACTORY.

(23) Duly accredited representatives of the Printing Industry Employees Union of Australia shall have the right to enter employers' working establishments during the midday meal time for the purpose of interviewing employees on legitimate union business, on the following conditions:—

- (a) That the representative produces his authority to the employer or his representative.
- (b) That the representative interviews employees only at places where they are taking their meals.
- (c) That not more than two such representatives shall at any one time visit or be in any one working establishment, and if there are two representatives they shall both be there at the same time.
- (d) That if a working establishment shall have been visited by any such representative during a week it shall not be visited afterwards during the same week by any such representative.
- (e) That if any employer alleges that a representative is unduly interfering with his working establishment, or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the said union shall have the right to bring such refusal before this Wages Board which may thereupon rescind or otherwise deal with such refusal.

UNION DELEGATE.

(24) Not more than two delegates, chosen by and from the employees of an employer, shall be allowed the necessary time in working hours to interview the employer or his representative for the purpose of submitting grievances. If the members so chosen be piece-workers they shall be paid for such time the time-worker's wage in their branch of the industry.

SEATING PROVISION.

(25) (a) Any male employee whose work requires him to be seated shall be provided with a reasonably comfortable seat.

(b) Any female employee whose work permits of her being seated, or requires her to be seated shall be provided with a reasonably comfortable seat.

DETERMINATION, ETC., TO BE POSTED.

(26) A copy of this Determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees Union of Australia shall be permitted to post notices as to union meetings on a board at each establishment in a reasonable manner.

HEALTH NOTICES.

(27) Notices containing advice for the preservation of the health and protection of workmen, if provided by the Printing Industry Employees Union of Australia, shall be kept prominently posted and displayed in all workrooms by the employer.

APPRENTICES.

(28) A beginner shall be apprenticed to learn and shall be fully and thoroughly taught and instructed by the employer in the following branches of the industry:—

- (i) Edge gilding.
- (ii) Guillotine machine operating.

BRONZING OR DUSTING-OFF.

(29) (a) Bronzing or dusting-off by hand shall not be done except in connexion with—

- (i) An efficient exhaust draught which effectively carries away bronze dust in the atmosphere; or
- (ii) An appliance or within a structure of canvas, wood, or other suitable material so constructed as to prevent, as far as practicable, the escape of dust into any occupied room;
- (iii) The foregoing conditions shall not be enforced where bronzing or dusting-off is not done in any workroom for more than two hours in any one day.

(b) There shall be provided—

- (i) Suitable overalls and head coverings for all persons engaged in bronzing or dusting-off, which shall be washed or otherwise effectively cleansed at least once every week when in use.
- (ii) For all persons engaged in bronzing or dusting-off a suitable place or places for clothing put off during working hours.

(c) Every person employed in bronzing or dusting-off shall—

- (i) Wash the face and hands before partaking of any food or leaving the premises;
- (ii) wear the overalls and head coverings supplied, as provided herein;
- (iii) deposit clothing put off during working hours in the place or places provided in pursuance of these regulations.

(d) Where bronzing or dusting-off is done regularly there shall be provided and maintained in a clean state and in good repair for the use of all persons employed in bronzing or dusting-off a lavatory with a sufficient supply of clean towels and soap and nail brushes, and having a supply of hot and cold water.

(e) Where bronzing or dusting-off is not done regularly, a reasonable supply of hot water shall be available for each person engaged in bronzing or dusting-off.

(f) Any person employed in bronzing by hand or dusting-off by hand, shall be paid 6d. an hour, in addition to any other money payable under this Determination.

(g) Where the bronzing surface does not exceed in size large post octavo, females may be employed at bronzing or dusting-off for a period not exceeding two hours in any one day, but except under such conditions an employer shall not require or permit any female employee to do bronzing or dusting-off work.

(h) Each person shall be supplied free of charge by the employer with milk each morning and each afternoon where employed in bronzing or dusting-off by hand for two hours or more in any morning or afternoon period.

HEALTH PROVISIONS.

(30) (a) Dry cleaning shall not be permitted or carried out in any printing factory, workshop, or place. All establishments and workshops shall be efficiently ventilated.

(b) The employer shall provide a suitable place for employees to wash their hands.

(c) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.

(d) Where artificial light is in use, effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.

FIRST-AID CHEST.

(31) The employer shall provide a first-aid chest, which shall be a suitable dustproof receptacle, made of either metal or wood, for the use of the employees, in some accessible place. Such chest shall be equipped and supplied with the following articles, namely:—

Articles.	Quantities to be Kept in Ambulance Chest in—	
	Factories and Workshops in which not more than 30 Persons are Employed.	Any Factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle ..	1 bottle
Bandages, cotton and gauze ..	½ doz. assorted sizes	1 doz. assorted sizes
Castor oil	½ ounce ..	2 ounces
Iodine, tincture of	1 ounce ..	2 ounces
Manual, First-aid .. ..	.. ..	.. ..
Petrolatum, carbolyzed	1 jar ..	1 jar ..
Pioric acid solution, made according to the following recipe or prescription: 1½ teaspoonsful of powdered pioric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water .. ..	.. ..	.. ..
Pins, safety	1 packet ..	1 packet
Sal-volatile	1 ounce ..	6 ounces
Scissors	1 pair ..	1 pair
Tourniquet	1	1
Tweezers	1 pair ..	1 pair
Cotton, absorbent .. ..	.. ..	.. ..
Gauze, sterilized, plain .. ..	.. ..	.. ..
Lint, absorbent .. ..	.. ..	.. ..
Plaster, adhesive .. ..	.. ..	.. ..
	An adequate assortment	An adequate assortment

INTERPRETATION OF THE DETERMINATION.

(32) (a) A time-worker's hourly rate for any work for which a weekly rate is prescribed by this Determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week.

(b) The word "factory" or 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 by employees.

(c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift, or any mixed day and night shift.

(d) "Adult male" shall mean (1) any male employee over 21 years of age, or (2) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean (1) any female employee over 21 years of age, or (2) any female employee of any age who has had five years' experience in the industry.

(e) A duly accredited or authorized official or person, member of the Printing Industry Employees Union of Australia, shall mean any officer or member of the said union or of the appropriate branch or sub-branch thereof who may be accredited in writing by the secretary-treasurer of the said union or by the appropriate branch secretary, and shall include the said secretary-treasurer and branch secretary. The words "Branch secretary" shall mean the secretary of any State Branch of the said union.

Melbourne, 13th May, 1939.

F. A. MARZORINI,
Secretary for Labour.

[1859]



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THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

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

(PICTURE FRAME SECTION.)

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 23rd November, 1938, by the Furniture Board, and published in the *Government Gazette* on the 19th December, 1938, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed either inside or outside a factory or workroom in the process, trade, or business of a maker of picture frames, including art picture frames, framed mirrors, and overmantels other than overmantels usually made by cabinetmakers.

(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.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>			
First year	16 2	18 2	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.		
Second year	24 5	24 5			
Third year	32 9	28 0	<i>Females.</i>		
Fourth year	48 11	36 4	One female apprentice to every female worker receiving not less than the minimum wage.		
Fifth year	64 6	44 0			
And thereafter the minimum wage.					
IMPROVERS.				IMPROVERS.	
	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>			
Under 16 years of age	14 7	13 6	One male improver to every three or fraction of three male workers receiving not less than the minimum wage.		
16 and under 17	16 2	16 2			
17 and under 18	24 5	24 5	<i>Females.</i>		
18 and under 19	32 9	28 0	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.		
19 and under 20	48 11	36 4			
20 and under 21	64 6	44 0			

(3)		OTHER EMPLOYEES.		WEEKLY WAGES.	
				Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Males.</i>				<i>£ s. d.</i>	<i>£ s. d.</i>
Compo workers	4 9 0	4 6 0
Fitters up	4 9 0	4 6 0
Gilders or bronzers	4 12 0	4 9 0
Mount cutters	4 12 0	4 9 0
Mounters	4 9 0	4 6 0
Joiners	4 12 0	4 9 0
Persons working at—					
Band or jig saws	4 15 0	4 12 0
Other saws	4 12 0	4 9 0
Moulding machines	4 15 0	4 12 0
Shaping machines	5 1 0	4 18 0
Stainers who mix and apply stain and finish any kind of wood or compo	4 12 0	4 9 0
Wood turners	4 18 0	4 15 0
All others	4 0 0	3 17 0
<i>Females.</i>					
Females	2 12 0	2 10 6

(4) ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be as follows:—

Male	..	..	..	..	44 hours	} To be worked between the times of beginning and ending work shown below.
Females	..	..	..	..	44 hours	
			Times of Beginning.		Times of Ending.	
			7.30 a.m.		6 p.m.	Mondays to Fridays.
			7.30 a.m.		1 p.m.	Saturdays.

(5) OVERTIME.—All time worked—

- (a) Before or after the usual times of beginning and ending work;
- (b) In excess of nine hours per day;
- (c) In excess of 44 hours in any week;

shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (16) shall be paid for at the rate of double ordinary time.

No person under the age of 16 years shall be permitted to work more than four hours' overtime in any week.

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

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

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

(8) CASUAL LABOUR.—Casual labour at hourly rates may be engaged, provided the rates are 10 per cent. higher than those prescribed for weekly hands.

Casual labour means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

(9) TERMINATING EMPLOYMENT.—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

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

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

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

(10) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (16) shall be paid at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

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

(12) 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 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.

(13) **MIXED FUNCTIONS.**—Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for less than half of any such week, he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(14) **MATERIALS TO BE PROVIDED.**—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand articles of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

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

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

(16) **HOLIDAYS.**—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day (26th January); Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

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

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day, but not otherwise.

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

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

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

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

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

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

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

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

(19) **TIME BOOK OR RECORD.**—(a) Employers shall provide at each shop, factory or place where work is being carried on a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the said Society suspects that a breach of this Determination has been or is being committed and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

(20) **RIGHT OF ENTRY OF UNION OFFICIAL.**—A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;

(b) That he interview employees only at the places where they are taking their meal;

(c) That not more than one representative in all be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

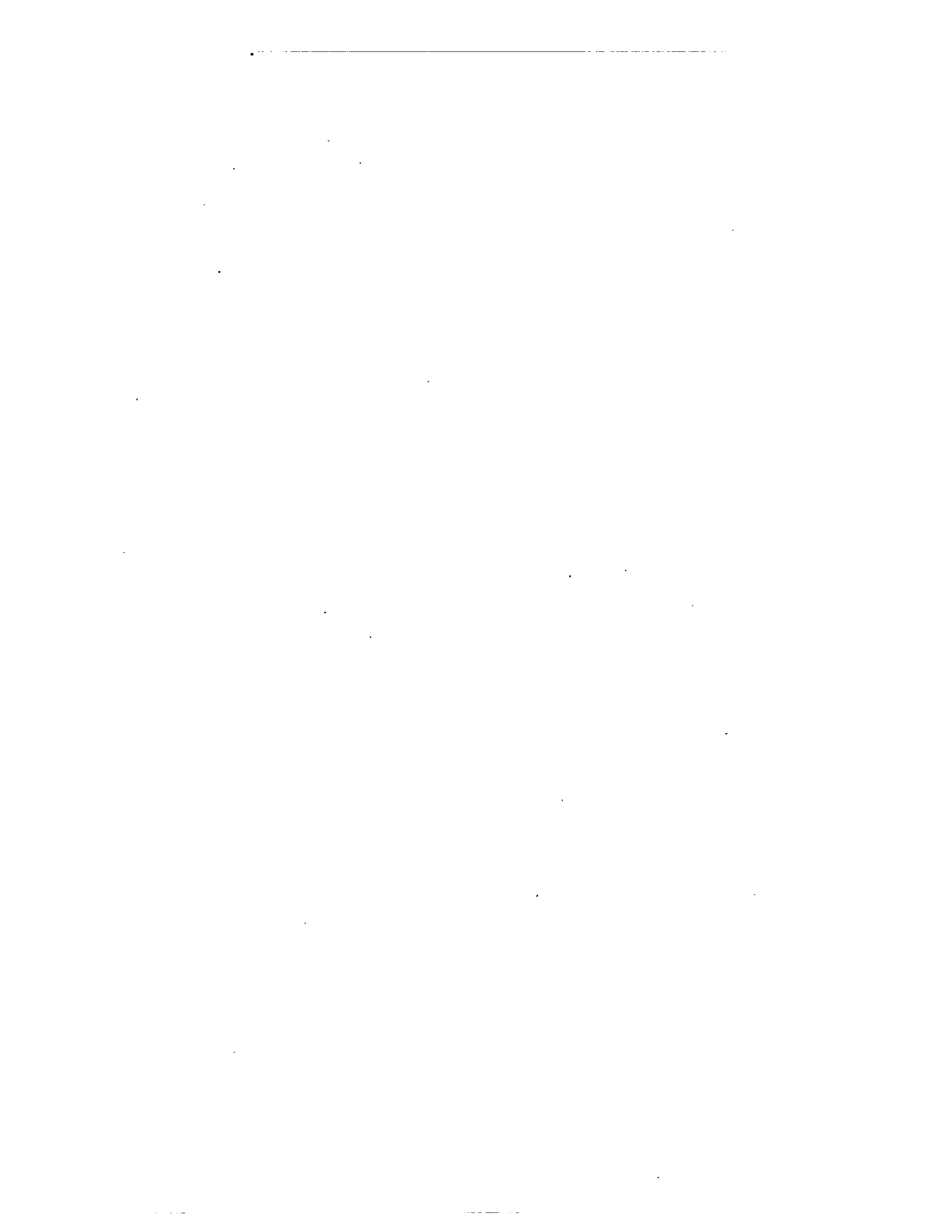
(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry but the representative shall have the right to bring such refusal before this Wages Board.

(21) **PIECEWORK.**—The employer may fix his own piecework prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piecework prices shall be paid to all piece workers doing the same operation in the factory whether they be apprentices or improvers on piecework, or otherwise.

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 males not less than 80s. and in the case of females not less than 52s.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 13th May, 1939.





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THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

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

(PLANNING CARPETS, ETC., SECTION.)

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 23rd November, 1933, by the Furniture Board, and published in the *Government Gazette* on the 19th December, 1933, hereby issue an adjusted determination showing the adjusted wages rates to be paid to—

- (a) females employed as upholstresses, whether as carpet hands, table hands, or drapery hands;
- (b) males employed in planning and laying floor coverings, or fixing draperies, blinds, or screens;
- (c) males or females employed in making blinds—

but not including persons subject to the jurisdiction of the Tentmakers Board.

(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.**

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.		Females.		
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	
First year	16	2	16	2	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
Second year	24	5	24	5	
Third year	32	9	28	0	One female apprentice to every female worker receiving not less than the minimum wage.
Fourth year	48	11	36	4	
Fifth year	64	6	44	0	
And thereafter the minimum wage.					
IMPROVERS.				IMPROVERS.	
	Males.		Females.		
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	
Under 16 years of age	14	7	13	6	One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.
16 and under 17	16	2	16	2	
17 and under 18	24	5	24	5	One female improver to every six or fraction of six female workers receiving not less than the minimum wage.
18 and under 19	32	9	28	0	
19 and under 20	48	11	36	4	
20 and under 21	64	6	44	0	

(3)	OTHER EMPLOYEES.	WEEKLY WAGES.	
		Within 20 Miles of G.P.O., Melbourne, 10 Miles of C.P.O., Geelong, at Warrambol and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>Males.</i>	£ s. d.	£ s. d.
	Carpet planner	5 7 0	5 4 0
	Cutter of loose covers or curtains or drapes	5 0 0	4 17 0
	Persons mounting, making, or hanging blinds, fixing drapes and screens, or laying floor covers	4 15 0	4 12 0
	All others	4 0 0	3 17 0
	<i>Females.</i>		
	Females	2 12 0	2 10 6

Persons employed as second-hand carpet sewers shall be paid 25 per cent. in addition to the rates fixed above.

(4) ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be as follows:—

Males	44 hours	} To be worked between the times of beginning and ending work shown below.
Females	44 hours	
Times of beginning.		Times of ending.
7.30 a.m.		6 p.m. Mondays to Fridays.
7.30 a.m.		1 p.m. Saturdays.

(5) OVERTIME.—All time worked—

- (a) Before or after the usual times of beginning and ending work;
- (b) In excess of nine hours per day;
- (c) In excess of 44 hours in any week;

shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (16) shall be paid for at the rate of double ordinary time.

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

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

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

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

(8) CASUAL LABOUR.—Casual labour at hourly rates may be engaged, provided the rates are 10 per cent. higher than those prescribed for weekly hands.

Casual labour means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

(9) TERMINATING EMPLOYMENT.—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

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

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

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

(10) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (16) shall be paid at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

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

(12) 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 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.

(13) MIXED FUNCTIONS.—Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for less than half of any such week, he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(14) **MATERIALS TO BE PROVIDED.**—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brush. Any employee engaged at frenchpolishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

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

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

(16) **HOLIDAYS.**—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

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

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day, but not otherwise.

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

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

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

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

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

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

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

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

(19) **TIME BOOK OR RECORD.**—(a) Employers shall provide at each shop, factory or place where work is being carried on a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the said Society suspects that a breach of this Determination has been or is being committed and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

(20) **RIGHT OF ENTRY OF UNION OFFICIAL.**—A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;

(b) That he interview employees only at the places where they are taking their meal;

(c) That not more than one representative in all be in any workshop at any one time;

(d) That no one representative visit a workshop more than once in each week;

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry but the representative shall have the right to bring such refusal before this Wages Board.

(21) **PIECE-WORK.** The employer may fix his own piece-work prices or task rates provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

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 males not less than 80s., and in the case of females not less than 52s.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 13th May, 1939.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 132]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

(WOOD MANTELPIECE OR OVERMANTEL SECTION.)

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 23rd November, 1938, by the Furniture Board and published in the *Government Gazette* on the 19th December, 1938, hereby issue an adjusted Determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the manufacturing processes of a maker of overmantels, and of wood mantelpieces (other than wood mantelpieces to be painted, such as are usually made in sawmills) or in repairing any such overmantels or wood mantelpieces.

(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.

Weekly Wages.		Proportion (in any place).																																											
<p style="text-align: center;">APPRENTICES.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="text-align: center;"><i>s.</i></td> <td style="text-align: center;"><i>d.</i></td> </tr> <tr> <td>First year ..</td> <td style="text-align: center;">16</td> <td style="text-align: center;">2</td> </tr> <tr> <td>Second year ..</td> <td style="text-align: center;">24</td> <td style="text-align: center;">5</td> </tr> <tr> <td>Third year ..</td> <td style="text-align: center;">32</td> <td style="text-align: center;">9</td> </tr> <tr> <td>Fourth year ..</td> <td style="text-align: center;">48</td> <td style="text-align: center;">11</td> </tr> <tr> <td>Fifth year ..</td> <td style="text-align: center;">64</td> <td style="text-align: center;">6</td> </tr> <tr> <td>And thereafter the minimum wage.</td> <td></td> <td></td> </tr> </table>		<i>s.</i>	<i>d.</i>	First year ..	16	2	Second year ..	24	5	Third year ..	32	9	Fourth year ..	48	11	Fifth year ..	64	6	And thereafter the minimum wage.			<p style="text-align: center;">IMPROVERS.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;"></td> <td style="text-align: center;"><i>s.</i></td> <td style="text-align: center;"><i>d.</i></td> </tr> <tr> <td>Under 16 years of age</td> <td style="text-align: center;">14</td> <td style="text-align: center;">7</td> </tr> <tr> <td>16 and under 17 ..</td> <td style="text-align: center;">16</td> <td style="text-align: center;">2</td> </tr> <tr> <td>17 and under 18 ..</td> <td style="text-align: center;">24</td> <td style="text-align: center;">5</td> </tr> <tr> <td>18 and under 19 ..</td> <td style="text-align: center;">32</td> <td style="text-align: center;">9</td> </tr> <tr> <td>19 and under 20 ..</td> <td style="text-align: center;">48</td> <td style="text-align: center;">11</td> </tr> <tr> <td>20 and under 21 ..</td> <td style="text-align: center;">64</td> <td style="text-align: center;">6</td> </tr> </table>		<i>s.</i>	<i>d.</i>	Under 16 years of age	14	7	16 and under 17 ..	16	2	17 and under 18 ..	24	5	18 and under 19 ..	32	9	19 and under 20 ..	48	11	20 and under 21 ..	64	6	<p style="text-align: center;">APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p style="text-align: center;">IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage. Provided that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p>	
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(3)	OTHER EMPLOYEES.	
	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	<i>£ s. d.</i>	<i>£ s. d.</i>
Operator of Boul's carver or shaping machine	5 7 0	5 4 0
Moulding machinist—		
(a) who grinds his own cutters	5 7 0	5 4 0
(b) who does not grind his own cutters	4 18 0	4 15 0
Cabinetmaker, woodcarver	5 7 0	5 4 0
Polishers required to spirit off or acid off	5 7 0	5 4 0
Other polishers	4 18 0	4 15 0
Woodturner, painter, assembler	4 18 0	4 15 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	4 18 0	4 15 0
Persons setting up or operating copying or automatic lathe	4 15 0	4 12 0
Persons cramping furniture	4 15 0	4 12 0
Persons rubbing down, filling, varnishing or staining	4 12 0	4 9 0
Sprayhands staining or lacquering	4 15 0	4 12 0
Veneer cutters, matchers, layers or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber	4 15 0	4 12 0
Persons cramping, or gluing, or cementing or fastening together partly prepared timber	4 15 0	4 12 0
Timber bender, operator of sander, boring, or any other machine not provided for above	4 9 0	4 6 0
Persons packing mantelpieces or overmantels	4 5 0	4 2 0
Stackers, yardmen	4 0 0	3 17 0
Female employed as veneer matcher	2 12 0	2 10 6
All others	4 0 0	3 17 0

(4) **DEFINITIONS.**—A varnisher is a person employed solely coating with a brush or dipping parts of or completed articles of furniture of any class covered by this Determination with any oil or spirit varnish, lacquer, or substitute for such oil or spirit varnish or lacquer.

(5) **ORDINARY WEEK'S WORK.**—The number of hours to constitute a week's work shall be as follows:—

Males	44 hours	} To be worked between the times of beginning and ending work shown below.
Females	44 hours	
Times of Beginning.		Times of Ending.
7.30 a.m.		5 p.m. Mondays to Fridays.
7.30 a.m.		12 noon Saturdays.

(6) **OVERTIME.**—All time worked—

- (a) Before or after the usual times of beginning and ending work;
- (b) In excess of nine hours per day;
- (c) In excess of 44 hours in any week;

shall be paid for at the rate of time and one-half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (17) shall be paid for at the rate of double ordinary time.

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

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

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

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

(9) **CASUAL LABOUR.**—Casual labour at hourly rates may be engaged, provided the rates are 10 per cent. higher than those prescribed for weekly hands.

Casual labour means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

(10) **TERMINATING EMPLOYMENT.**—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

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

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

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

(11) **SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.**—Any employee who is employed on any holiday specified in clause (17) shall be paid at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

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

(13) **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 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.

(14) **MIXED FUNCTIONS.**—(a) Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for less than half of any such week, he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) An assembler engaged up to twenty-five per cent. of his time in trimming straight square edges and making minor adjustments shall be paid the rate proscribed for an assembler. If so engaged more than twenty-five per cent. and not more than fifty per cent. of his time he shall be paid cabinet maker's rates for the time so engaged. If more than fifty per cent. of his time is so occupied he shall be paid cabinet maker's rates for the full time worked.

(15) **MATERIALS TO BE PROVIDED.**—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand saws (in excess of four), glue pots, and glue brushes and varnish-brushes. Any employee engaged at ironpolishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

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

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

(17) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

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

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

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

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer, or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

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

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

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

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

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

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

(20) TIME BOOK OR RECORD.—(a) Employers shall provide at each shop, factory or place where work is being carried on a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the said Society suspects that a breach of this Determination has been or is being committed and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

(21) RIGHT OF ENTRY OF UNION OFFICIAL.—A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;

(b) That he interview employees only at the places where they are taking their meal;

(c) That not more than one representative in all be in any workshop at any one time;

(d) That no one representative visit a workshop more than once in each week;

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

(22) PIECEWORK.—The employer may fix his own piecework prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory, whether they be apprentices or improvers on piece work, or otherwise.

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week, in the case of males not less than 80s., and in the case of females not less than 52s.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 13th May, 1939.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 133]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

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

(BEDDING SECTION.)

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 23rd November, 1938, by the Furniture Board, and published in the *Government Gazette* on the 19th December, 1938, hereby issue an adjusted Determination showing the adjusted wages rates to be paid to any person employed in the manufacture of mattresses or bedding.

(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.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	<i>Males.</i>		<i>Females.</i>	<i>Males.</i>	
	<i>s. d.</i>		<i>s. d.</i>	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	
First year	16 2	..	16 2	<i>Females.</i>	
Second year	24 5	..	24 5	One female apprentice to every female worker receiving not less than the minimum wage.	
Third year	32 9	..	28 0	IMPROVERS.	
Fourth year	48 11	..	36 4	<i>Males.</i>	
Fifth year	64 6	..	44 0	One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that where no apprentices are employed one male improver shall be allowed to every four or fraction of four male workers receiving not less than the minimum wage. Provided also in any case that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed.	
And thereafter the minimum wage.				<i>Females.</i>	
				One female improver to every six or fraction of six female workers receiving not less than the minimum wage. Provided that where no female apprentices are employed one female improver shall be allowed to every four or fraction of four female workers receiving not less than the minimum wage.	
IMPROVERS.					
	<i>Males.</i>		<i>Females.</i>		
Under 16 years of age	14 7	..	13 6		
16 and under 17	16 2	..	16 2		
17 and under 18	24 5	..	24 5		
18 and under 19	32 9	..	28 0		
19 and under 20	48 11	..	36 4		
20 and under 21	64 6	..	44 0		

(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Males.</i>	£ s. d.	£ s. d.
Bedding hands engaged in tufting or quilting, including repairers	4 13 6	4 10 6
All others	4 0 0	3 17 0
<i>Females.</i>		
Females	2 12 0	2 10 6

Persons employed on second-hand bedding shall be paid 25 per cent. in addition to the rates fixed above.

(4) ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be as follows:—

Males	44 hours	} To be worked between the times of beginning and ending work shown below.
Females	44 hours	
Times of beginning.		Times of ending.
7.30 a.m.		5.15 p.m. Mondays to Fridays.
7.30 a.m.		12 noon Saturdays.

(5) OVERTIME.—All time worked—

- (a) Before or after the usual times of beginning and ending work ;
 (b) In excess of nine hours per day ;
 (c) In excess of 44 hours in any week ;

shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (16) shall be paid for at the rate of double ordinary time.

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

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

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

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

(8) CASUAL LABOUR.—Casual labour at hourly rates may be engaged, provided the rates are 10 per cent. higher than those prescribed for weekly hands.

Casual labour means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

(9) TERMINATING EMPLOYMENT.—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

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

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

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

(10) SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.—Any employee who is employed on any holiday specified in clause (16) shall be paid at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

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

(12) 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 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.

(13) MIXED FUNCTIONS.—Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for less than half of any such week, he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(14) MATERIALS TO BE PROVIDED.—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at french-polishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

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

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

(16) HOLIDAYS.—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

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

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

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

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

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

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

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

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

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

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

(19) **TIME BOOK OR RECORD.**—(a) Employers shall provide at each shop, factory, or place where work is being carried on a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the said Society suspects that a breach of this Determination has been or is being committed and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

(20) **RIGHT OF ENTRY OF UNION OFFICIAL.**—A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(b) That he interview employees only at the places where they are taking their meal.

(c) That not more than one representative in all be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

(21) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week in the case of males not less than 80s., and in the case of females not less than 52s.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 13th May, 1939.

[1875]



VICTORIA GOVERNMENT GAZETTE.

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No. 134]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

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

(WIRE MATTRESS SECTION.)

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 23rd November, 1938, by the Furniture Board, and published in the *Government Gazette* on the 19th December, 1938, hereby issue an adjusted Determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the manufacturing of wire mattresses.

(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.

Weekly Wages.		Proportion (in any place).																													
APPRENTICES.	IMPROVERS.	APPRENTICES.																													
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="text-align: center;">s. d.</td> </tr> <tr> <td>First year ..</td> <td style="text-align: right;">16 2</td> </tr> <tr> <td>Second year ..</td> <td style="text-align: right;">24 5</td> </tr> <tr> <td>Third year ..</td> <td style="text-align: right;">32 9</td> </tr> <tr> <td>Fourth year ..</td> <td style="text-align: right;">48 11</td> </tr> <tr> <td>Fifth year ..</td> <td style="text-align: right;">64 6</td> </tr> <tr> <td>And thereafter the minimum wage</td> <td></td> </tr> </table>		s. d.	First year ..	16 2	Second year ..	24 5	Third year ..	32 9	Fourth year ..	48 11	Fifth year ..	64 6	And thereafter the minimum wage		<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="text-align: center;">s. d.</td> </tr> <tr> <td>Under 16 years of age</td> <td style="text-align: right;">14 7</td> </tr> <tr> <td>16 and under 17</td> <td style="text-align: right;">16 2</td> </tr> <tr> <td>17 and under 18</td> <td style="text-align: right;">24 5</td> </tr> <tr> <td>18 and under 19</td> <td style="text-align: right;">32 9</td> </tr> <tr> <td>19 and under 20</td> <td style="text-align: right;">48 11</td> </tr> <tr> <td>20 and under 21</td> <td style="text-align: right;">64 6</td> </tr> </table>		s. d.	Under 16 years of age	14 7	16 and under 17	16 2	17 and under 18	24 5	18 and under 19	32 9	19 and under 20	48 11	20 and under 21	64 6	<p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p style="text-align: center;">IMPROVERS.</p> <p>One improver to every six or fraction of six workers receiving not less than the minimum wage.</p> <p>Provided that where no apprentices are employed one improver shall be allowed to every four or fraction of four workers receiving not less than the minimum wage.</p> <p>Provided also in any case that at least three workers receiving not less than the minimum wage must be employed before an improver can be employed.</p>	
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(3) OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambtoo and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Operator of Boulton's carver or shaping machine	£ s. d. 5 7 0	£ s. d. 5 4 0
Moulding machinist—		
(a) who grinds his own cutters	5 7 0	5 4 0
(b) who does not grind his own cutters	4 18 0	4 15 0
Operator of buzzer, planer, thicknesser, circular saw, tenoner, or morticer	4 15 0	4 12 0
Operator of sander, boring, or any other machine not otherwise specified	4 9 0	4 6 0
Wireweaver	4 13 6	4 10 6
Stretcher-up, tacker-on, splitter-up, or varnisher	4 12 0	4 9 0
Spray hands	4 15 0	4 12 0
All others	4 0 0	3 17 0

(4) **ORDINARY WEEK'S WORK.**—The number of hours to constitute a week's work shall be 44, to be worked between the times beginning and ending work shown below :—

Times of beginning.		Times of ending.	
7.30 a.m.	.. .. .	5 p.m.	Mondays to Fridays.
7.30 a.m.	.. .. .	12 noon	Saturdays.

(5) **OVERTIME.**—All time worked—

- (a) Before or after the usual times of beginning and ending work ;
- (b) In excess of nine hours per day ;
- (c) In excess of 44 hours in any week ;

shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (15) shall be paid for at the rate of double ordinary time.

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

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

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

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

(8) **CASUAL LABOUR.**—Casual labour at hourly rates may be engaged, provided the rates are 10 per cent. higher than those prescribed for weekly hands.

Casual labour means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

(9) **TERMINATING EMPLOYMENT.**—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

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

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

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

(10) **SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.**—Any employee who is employed on any holiday specified in clause (15) shall be paid at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

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

(12) **MIXED FUNCTIONS.**—Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination ; but if he or she is engaged for less than half of any such week, he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(13) **MATERIALS TO BE PROVIDED.**—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work :—Benches, wood, or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

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

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

(15) **HOLIDAYS.**—All weekly wage employees shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

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

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

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

Any employee absenting himself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer, or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.

(16) **SICKNESS, ACCIDENTS.**—Any employee not attending duty shall lose his pay for the actual time of non-attendance unless he produces or forwards within 24 hours of the beginning of his absence evidence satisfactory to the management that his non-attendance was due to personal accident arising out of or in the course of his employment or 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 accident or ill health for more than six days in each year.

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

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

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

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

(18) **TIME BOOK OR RECORD.**—(a) Employers shall provide at each shop, factory or place where work is being carried on a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the said society suspects that a breach of this Determination has been or is being committed and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

(19) **RIGHT OF ENTRY OF UNION OFFICIAL.**—A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;

(b) That he interview employees only at the places where they are taking their meals;

(c) That not more than one representative in all be in any workshop at any one time;

(d) That no one representative visit a workshop more than once in each week;

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry but the representative shall have the right to bring such refusal before this Wages Board.

(20) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory, whether they be apprentices or improvers on piece-work, or otherwise.

All piece-workers who are available and ready and willing to work during the ordinary working hours shall be paid in each week not less than 80s.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 13th May, 1939.

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[1879]



VICTORIA GOVERNMENT GAZETTE.

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No. 135]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

DETERMINATION OF THE FURNITURE BOARD.

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

(GENERAL FURNITURE SECTION.)

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 23rd November, 1938, by the Furniture Board, and published in the *Government Gazette* on the 19th December, 1938, hereby issue an adjusted determination showing the adjusted wages rates to be paid to:—

- (A) Any person employed in wholly or partly preparing or manufacturing any article of furniture or in repairing any new or second-hand article of furniture, usually made or partly prepared by cabinetmakers, chair and couch makers, upholsterers, wood carvers, frenchpolishers, and wood turners;
- (B) Any person or persons or classes of persons employed in—
 - (a) fixing or repairing new or second-hand furniture or seating in buildings; or
 - (b) french, wax, or lacquer polishing new or second-hand furniture or fittings in or in connexion with buildings;
- (C) Any person or persons, or classes of persons, employed in the trade of designing, making, painting, or decorating—
 - (a) furnishing accessories or novelties, wholly or partly made of wood, such as nut bowls, smokers' or ornaments, stands, or fancy boxes;
 - (b) domestic woodware, such as bread boards or salt boxes;
 - (c) walking sticks;
- (D) Any person employed in wholly or partly preparing or manufacturing furniture timbers cut to size, veneers, veneered panels, plywood or coreboard, but not including persons subject to the Determination of any other Wages Board heretofore appointed.

(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.

Weekly Wages.				Proportion (in any place).	
APPRENTICES.				APPRENTICES.	
	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>			
First year	16 2	16 2	One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One female apprentice to every female worker receiving not less than the minimum wage.		
Second year	24 5	24 5			
Third year	32 9	28 0			
Fourth year	48 11	36 4			
Fifth year	64 6	44 0			
And thereafter the minimum wage.					
IMPROVERS.				IMPROVERS.	
	Males.	Females.			
	<i>s. d.</i>	<i>s. d.</i>			
Under 16 years of age	14 7	13 6	One male improver to every six or fraction of six male workers receiving not less than the minimum wage. Provided that at least three male workers receiving not less than the minimum wage must be employed before a male improver can be employed. One female improver to every six or fraction of six female workers receiving not less than the minimum wage.		
16 and under 17	16 2	16 2			
17 and under 18	24 5	24 5			
18 and under 19	32 9	28 0			
19 and under 20	48 11	36 4			
20 and under 21	64 6	44 0			

(3)

OTHER EMPLOYEES.

	WEEKLY WAGES.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Operator of Boulton's carver or shaping machine	5 7 0	5 4 0
Moulding machinist—		
(a) who grinds his own cutters	5 7 0	5 4 0
(b) who does not grind his own cutters	4 18 0	4 15 0
Cabinetmaker, wood carver, chair-frame maker (other than stuffover chair-frame maker)	5 7 0	5 4 0
Stuffover chair or couch frame maker	4 15 0	4 12 0
Polishers required to spirit off or acid off	5 7 0	5 4 0
Other polishers	4 18 0	4 15 0
Upholsterer	5 2 0	4 19 0
Wood turner, painter, assembler	4 18 0	4 15 0
Operator of band saw, jig saw, circular saw, buzzer, planer, thicknesser, dovetailer, tenoner, morticer, or glue jointer	4 15 0	4 12 0
Persons setting up or operating copying or automatic lathes	4 15 0	4 12 0
Persons cramping furniture or chairs	4 15 0	4 12 0
Persons rubbing down, filling, varnishing, or staining	4 12 0	4 9 0
Sprayhands, staining or lacquering	4 15 0	4 12 0
Veneer cutters, matchers, layors or gluers engaged in the preparing or making of veneered panels, or plywood, or coreboard, or partly prepared timber, or parts of furniture timbers cut to size	4 15 0	4 12 0
Persons cramping, or glueing, or cementing or fastening together partly prepared timber or furniture timbers cut to size	4 15 0	4 12 0
Timber bender, operator of sander, boring, or any other machine not provided for above	4 9 0	4 6 0
Stackers, yardmen	4 0 0	3 17 0
Female employed as upholstress	2 12 0	2 10 6
Female employed as veneer matcher	2 12 0	2 10 6
Female employed in designing, making, painting or decorating—		
(a) furnishing accessories or novelties	2 12 0	2 10 6
(b) domestic woodware	2 12 0	2 10 6
(c) walking sticks	2 12 0	2 10 6
All others	4 0 0	3 17 0

(4) DEFINITIONS.—A chairmaker is an employee who makes any class of chairs other than those in which the woodwork is wholly prepared by machines and set up by assemblers.

A stuffover chair and couch frame maker is a person who makes frames on which the upholsterers cover all the woodwork except the legs or feet and of which the woodwork is prepared by machines.

A varnisher is a person employed solely coating with a brush or dipping parts of or completed articles of furniture of any class covered by this Determination with any oil or spirit varnish, lacquer, or substitute for such oil or spirit varnish or lacquer.

(5) ORDINARY WEEK'S WORK.—The number of hours to constitute a week's work shall be as follows:—

Males	44 hours	To be worked between the times of beginning and ending work shown below.
Females	44 hours	
Times of beginning.	Times of ending.	
7.30 a.m.	5 p.m. Mondays to Fridays.	
7.30 a.m.	12 noon Saturdays.	

(6) OVERTIME.—Except in the case of shift work all time worked—

- (a) Before or after the usual times of beginning and ending work;
- (b) In excess of nine hours per day;
- (c) In excess of 44 hours in any week;

shall be paid for at the rate of time and one half for the first four hours and double time thereafter, provided that all time worked between the hours of 9 p.m. and 7.30 a.m. shall be paid for at double time.

All work done outside the times of beginning and ending work on any holiday specified in clause (18) shall be paid for at the rate of double ordinary time.

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

(7) SHIFT WORK.—Shift work may be worked on the making of refrigerators and/or on the making and polishing of shop and office fittings and where such shift work is worked the following conditions shall apply:—

- (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid at the rate of time and a half.
- (b) Except as hereinafter provided, for any afternoon or night shift which has been in operation for five successive shifts or more and less than one month ten per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month seven and one-half per cent. more than ordinary rates shall be paid.
- (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
- (d) Employees who during a period of engagements work only on night shifts shall be paid at the rate of time and a quarter.
- (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employee working on shift shall not exceed—
 - (i) Eight in any one day; or
 - (ii) 48 in any one week; or
 - (iii) an average of 44 per week during any period of three weeks of such employment upon such shifts.

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

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

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

Notwithstanding anything herein contained employees engaged on the making of refrigerators may be employed on hourly hiring provided that they are paid at the rate of 5s. per week extra (with a proportionate amount added to the wages of juveniles) when so employed, such payment to be compensation for sick pay and public holiday pay, but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(10) **CASUAL LABOUR.**—Casual labour at hourly rates may be engaged, provided the rates are 10 per cent. higher than those prescribed for weekly hands.

Casual labour means labour where an employer does not provide a full week's work, but does not include a weekly hand whose engagement is terminated in the middle of a week.

(11) **TERMINATING EMPLOYMENT.**—Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

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

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

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

(12) **SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.**—Any employee who is employed on any holiday specified in clause (18) shall be paid at the rate of the ordinary time in addition to the usual rate.

All work done on Sundays shall be paid for at the rate of double time.

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

(14) **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 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.

(15) **MIXED FUNCTIONS.**—(a) Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for less than half of any such week, he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) An assembler engaged up to twenty-five per cent. of his time in trimming straight square edges and making minor adjustments shall be paid the rate prescribed for an assembler. If so engaged more than twenty-five per cent., and not more than fifty per cent. of his time he shall be paid cabinet makers' rates for the time so engaged. If more than fifty per cent. of his time is so occupied he shall be paid cabinet makers' rates for the full time worked.

(16) **MATERIALS TO BE PROVIDED.**—Any person employed in wholly or partly preparing or manufacturing any article of furniture or in preparing any new or second-hand article of furniture shall be paid 6d. per hour in addition to the lowest rate fixed by this Determination, unless the following are provided by the employer if required in the performance of the work:—Benches, wood or iron clamps over 2 ft. 6 in., hand screws (in excess of four), glue pots, and glue brushes and varnish brushes. Any employee engaged at frenchpolishing shall be supplied with all materials, including rags, brushes, and kit-box.

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

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

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

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

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

(18) **HOLIDAYS.**—All weekly wage employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

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

If any of the above holidays occur on a Sunday or Saturday and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day, but not otherwise.

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

Any employee absenting himself or herself from work on any portion of the working day preceding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

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

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

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

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

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

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

(21) **TIME BOOK OR RECORD.**—(a) Employers shall provide at each shop, factory or place where work is being carried on a time book or record which shall contain a correct account of the hours worked and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the said Society suspects that a breach of this Determination has been or is being committed and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

(22) **RIGHT OF ENTRY OF UNION OFFICIAL.**—A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;

(b) That he interview employees only at the places where they are taking their meal;

(c) That not more than one representative in all be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

(23) **PIECE-WORK.**—The employer may fix his own piece-work prices or task rates, provided such prices or rates enable an employee of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage prescribed for the class of work performed. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory whether they be apprentices or improvers on piece-work or otherwise.

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 males not less than 80s. and in the case of females not less than 52s.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 13th May, 1939.



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No. 136]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

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

DETERMINATION OF THE CARETAKERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the *Factories and Shops Acts*, such portions of the City of Sandringham as are not included within the said Metropolitan District, the cities of Ballarat, Bendigo, and Warrambbool, and the boroughs of Eaglehawk and Sebastopol.

[FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the *Factories and Shops Acts* and in consequence of the provisions contained in a determination made on the 14th September, 1938, by the Caretakers Board and published in the *Government Gazette* on 3rd October, 1938, hereby issue an adjusted determination showing the adjusted rates to be paid to any person employed as a caretaker of a building:—

(a) in which any process, trade, business, or occupation is carried on for profit;

(b) which is temporarily untenanted but in which, ordinarily, any process, trade, business or occupation is carried on for profit.

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

(2) WAGES PER WEEK OF 46 HOURS.

(a) Improvers.	(b) Other Employees.		
		Within the Metropolitan and Geelong Districts as defined in the <i>Factories and Shops Acts</i> and the City of Warrambbool.	All Other Parts of Victoria where this Determination Applies.
Under 18 years of age	<i>s. d.</i> 36 6		
18 to 19 years of age	46 6		
19 to 20 years of age	57 6		
20 to 21 years of age	68 0		
PROPORTION (in any place).			
One improver to every worker receiving not less than 83s. per week of 46 hours		Caretakers in charge of:—	
		11 or more cleaners	<i>s. d.</i> 118 6
		4 to 10 cleaners	108 6
		1 to 3 cleaners	97 6
		All others	86 0
			<i>s. d.</i> 115 6
			105 6
			94 6
			83 0

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

(3) Where an employee is required by his employer to reside on the premises where he is employed no deduction shall be made from the wages of such employee for rent, fuel, or light.

(4) TIMES OF BEGINNING AND ENDING WORK:—The times of beginning and ending work shall be—

	Time of Beginning (not earlier than)	Time of Ending (not later than)
Monday to Friday (inclusive)	6 a.m.	9 p.m.
Saturday	6 a.m.	1 p.m.

(5) NOTICE OF HOURS.—Every employer shall notify the hours at which he requires his employee to commence and cease work. Work done outside the hours notified shall be paid for at overtime rates. Such hours when notified shall not be changed except by a week's notice.

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

(a) Outside the times of beginning and ending work as fixed in clause 4—

(i) Between midnight and 6 a.m. Double time.

(ii) At any other time Time and a half

(b) Outside the hours of commencing and ceasing work notified by the employer in accordance with clause 5—

(i) Between midnight and 6 a.m. Double time.

(ii) At any other time Time and a half.

(c) Within such prescribed times, but in excess of 46 hours in any one week Time and a half.

provided that overtime shall not be paid more than once in respect of the same period of work.

(7) **TERMS OF EMPLOYMENT.**—(a) All employees other than casual employees shall be engaged by the week and shall be paid weekly. Employees to become entitled to payment on a weekly basis must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked. Notice equivalent to 46 working hours shall be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 46 working hours' notice, except in circumstances referred to above, the employer may pay 46 hours wages; and vice versa, the employee leaving his employment without notice shall forfeit 46 hours wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) **CASUAL EMPLOYEES.**—i.e., persons engaged for less than the working week of 46 hours shall be paid for the first 23 hours at the rate of time and a quarter and for every hour thereafter ordinary time. Such payment shall be in addition to any overtime to which they may be entitled under clause 6.

(9) **ANNUAL LEAVE.**—Any employee who has been in the service of an employer for a period of not less than twelve months, shall be granted with pay eight working days in each year (exclusive of the holidays mentioned in clause 10) and such holiday shall be given within three months of the completion of twelve months' service, provided that, for the purposes of this clause, any service prior to the 29th September, 1938, shall not be taken into account.

Provided further, that any employee who leaves or is dismissed before the expiration of twelve months shall be given or paid for holidays pro rata in accordance with the length of service, viz., one day for each complete six weeks of service.

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

Any employee who is required to work on any such days after 8 a.m. shall be paid for at least 4 hours' work.

(11) **CLEANING MATERIALS.**—All materials and implements for cleaning purposes shall be provided and maintained by the employer.

(12) The employer shall nominate himself or some other person as being the person who shall have the ultimate control and direction of the work of the caretaker.

(13) **TIME BOOK.**—Every employee shall indelibly record and initial daily his correct times of beginning and ending work in a book which shall be furnished by the employer. Such book shall be open for inspection by the Secretary or Assistant Secretary of the Victorian Branch of the Federated Miscellaneous Workers' Union between the hours of 9 a.m. and 5 p.m. of any working day except Saturday at the employer's office or other convenient place provided that only one demand for each inspection shall be made at the same establishment in any calendar month. Such demand shall not be made unless the Secretary or Assistant Secretary of the Union suspects that a breach of this Determination has been committed.

Melbourne, 26th May, 1939.

F. A. MARZORINI,
Secretary for Labour.

[1885]



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No. 137]

THURSDAY, JUNE 1.

[1939

Factories and Shops Acts.

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

DETERMINATION OF THE IRON AND STEEL ROLLING BOARD.

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 7th December, 1938, by the Iron and Steel Rolling Board, and published in the *Government Gazette* on the 30th December, 1938, hereby issue an adjusted determination showing the adjusted rates to be paid, to any person or persons or classes of persons, employed in the process, trade, or business of iron or steel rolling.

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

(2)

WAGES.

Improvers.				Other Employees.											
				DAY SHIFT.											
Wages per Week of 44 Hours.				Wages per Week of 44 Hours.											
£ s. d.				£ s. d.											
17 to 19 years of age	2	18	9	Roller	..	..	..	..	7	3	3	
19 to 21 years of age	3	10	9	Furnaceman	..	..	..	..	6	15	6	
PROVISION (in any place).								Rougher	..	..	..	..	6	10	6
One improver, to every six adults receiving not less than 8s. per week of 44 hours.								Catcher (three high roughing Rolls)	..	..	..	..	6	10	6
								Catcher who is responsible for adjusting guards	..	..	..	..	4	18	0
								Other Catchers	..	..	..	..	4	15	0
								Annealer or Heat Treatment Hand	..	..	..	..	5	6	0
								Roller's Assistant	..	..	..	..	5	4	0
								Charger	..	..	..	..	4	16	0
								Shearsman of scrap (Crocodile Shears)	..	..	..	..	4	16	0
								Yard Shearsman	..	..	..	..	4	16	0
								Billet Shearsman	..	..	..	..	4	16	0
								Scrap Bar Shearsman	..	..	..	..	4	10	0
								Other Shearsmen	..	..	..	..	4	7	6
								Setter Up	..	..	..	..	4	12	11
								Carrier Up (large mill)	..	..	..	..	4	10	0
								Carrier Up (small mill)	..	..	..	..	4	4	8
								Underhand who also assists to feed furnace	..	..	..	..	4	10	0
								Hookman	..	..	..	..	4	10	0
								Middleman	..	..	..	..	4	10	0
								Straightener	..	..	..	..	4	10	0
								Straightener's Assistant	..	..	..	..	4	7	8
								Chipper	..	..	..	..	4	10	0
								Assistant Furnaceman	..	..	..	..	4	10	0
								Plate Hand	..	..	..	..	4	7	6
								Underhand	..	..	..	..	4	7	6
								Furnaceman at electric furnace	..	..	..	..	5	8	0
								Pitman at electric furnace	..	..	..	..	4	19	0
								Ladleman at electric furnace	..	..	..	..	4	19	0
								Assistant at electric furnace	..	..	..	..	4	4	8
								Assistant to Shearsman	..	..	..	..	4	5	0
								All others	..	..	..	..	4	1	0

NOTE.—If the employment is for hourly hiring, the rates prescribed above for other employees shall be increased by 5s. per week (see clause 9 (b)).

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

(3) PROHIBITION OF EMPLOYMENT.—The employment of any improver under the age of seventeen years is prohibited.

(4) HOURS OF EMPLOYMENT.—The ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees.

By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

5. SHIFT WORK.—The following percentage shall be added to the rates fixed for the day shift for persons employed on the afternoon or night shift :—12½ per cent.

6. MIXED FUNCTIONS.—An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

7. OVERTIME.—(a) For all work done outside ordinary hours the rates of wage shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 hours. Provided that an employee shall not be entitled to payment for such rest period.

(b) Except as provided above in computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness. But any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) As far as practicable employees shall not work overtime while competent labour is available.

(g) For work done during meal hours and thereafter until a meal hour break is allowed, time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each 4 hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(i) Before starting overtime after working ordinary hours a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours.

An employer and his employee may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(j) 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 work-shop 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 so provided.

(k) Subject to the provisions of the second part of the sub-clause (g) of this clause an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(l) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

8. HOLIDAYS AND SUNDAY WORK.—(a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided) :—New Year's Day, Foundation or Anniversary Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Eight Hours Day (or Labour Day), Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Exceptions.

By agreement between any employer and his employees, other holidays may be substituted for the said days or any of them as to such employer's undertaking.

(b) Employees not engaged in continuous work shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty for at least 8 hours. Provided that the employee shall not be paid for the time he is resting.

Provided that employees engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day (not including the installation of new machinery) shall on holidays or Sundays be paid at the rate of time and a half.

(c) Employees, other than on shift work, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

9. CONTRACT OF EMPLOYMENT.—(a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice), by payment of one week's wages.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 2 hereof shall be increased by 5s. per week for other employees (with a proportionate amount added to the wages of improvers), but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) Casual employees, i.e., employees for whom a full week's work is not provided shall for any such work be paid 10 per cent. in addition to the total wage prescribed for their occupations.

(d) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

(10) RIGHT OF ENTRY OF UNION OFFICIALS.—A duly credited official of the Federated Ironworkers Association of Australia shall have the right to enter employers' workshops for the purpose of conducting union business during the midday meal hour or immediately prior to the starting of work by the night shift provided he notifies the management of his intention to visit the works.

(11) MISCELLANEOUS PROVISIONS—(a) Employers shall provide proper washing and sanitary conveniences and install showers and clothes hangers for the use of workmen.

(b) *Stoppage of Work re 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 employees 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 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 that he is out of employment by reason of such breakdown or stoppage.

(12) PIECEWORK.—The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

		s. d.		
LARGE MILL.				
Roller	2 8½ per ton of finished bars of iron and steel.
				2 6½ per ton of scrap iron bars.
Rougher	2 0 per ton of finished bars of iron and steel.
				3 7 per ton of scrap iron bars.
Catcher	1 4½ per ton of finished bars of iron and steel.
				2 1 per ton of scrap iron bars.
Middleman	1 4 per ton of finished bars of iron and steel.
Large Hook	1 3½ per ton of finished bars of iron and steel.
				1 10½ per ton of scrap iron bars.
Small Hook	1 3½ per ton of finished bars of iron and steel.
Platehand	1 3½ per ton of finished bars of iron and steel.
Leading Platehand	1 4 per ton of finished bars of iron and steel.
				1 11½ per ton of scrap iron bars.
Furnaceman	4 3 per ton of finished bars of iron and steel.
				6 2 per ton of scrap iron bars.
Underhand	2 8 per ton of finished bars of iron and steel.
				3 10 per ton of scrap iron bars.
Carrier Up	1 4 per ton of finished bars of iron and steel.
Carrier Up	1 3½ per ton of finished bars of iron and steel.
SMALL MILL.				
s. d.				
Roller	4 3 per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
				3 4½ per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
				2 10 per ton of finished bars of iron and steel billets and iron piles over 40 lb. each.
Rougher	3 3 per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
				2 10 per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
				2 6½ per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
Catcher	2 5 per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
				2 2 per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
				1 9½ per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
				1 7 per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
Middleman	1 6 per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
				2 0 per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
				1 8 per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
				1 6 per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
Furnaceman	1 5 per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
				6 10 per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
				5 11 per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
				5 4 per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
Underhand	4 3 per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
				4 0 per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
				3 4 per ton of finished bars of iron and steel billets and iron piles under 40 lb. each.
				2 11 per ton of finished bars of iron and steel billets and iron piles under 60 lb. each.
Plateman	2 8 per ton of finished bars of iron and steel billets and iron piles over 60 lb. each.
				2 3 per ton of finished bars of iron and steel billets and iron piles under 30 lb. each.
				1 5 per ton of finished bars of iron and steel billets and iron piles over 30 lb. each.

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 26th May, 1939.



[1869]



VICTORIA GOVERNMENT GAZETTE.

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[1939

Factories and Shops Acts.

DETERMINATION OF THE DYERS AND CLOTHES CLEANERS 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*, the cities of Ballarat, Bendigo, Geelong, and Warrnambool, the towns of Ballarat East and Sandringham; and the boroughs of Eaglehawk, Geelong West, Newtown and Chilwell, 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 Dyers and Clothes Cleaners Board and published in the *Government Gazette* on 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 or persons or classes of persons employed in the process, trade, or business of a dyer or clothes cleaner.

(1)

(a) WEEKLY WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.	Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.	Male Juveniles. Definition Clause (3)
	Weekly Wages.	Weekly Wages.	Weekly Wages.	Weekly Wages.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 12 6	0 9 0	1 4 0	16 years of age .. 0 19 0
2nd " " " " " "	0 15 6	0 12 0	1 10 0	17 " " " " " " .. 1 5 6
3rd " " " " " "	0 19 6	0 15 0	1 16 0	18 " " " " " " .. 1 18 0
4th " " " " " "	1 2 6	0 18 6	2 1 6	19 " " " " " " .. 2 17 0
5th " " " " " "	1 6 0	1 4 0	..	20 " " " " " " .. 3 9 6
6th " " " " " "	1 12 0	1 10 0	..	
7th " " " " " "	2 1 0	1 16 0	..	
8th " " " " " "	2 11 0	2 1 6	..	

And thereafter the minimum weekly wage or piece-work price.

NOTE.—These rates include the additional amounts prescribed by Clause (13) herein.

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

Males.

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

Females.

Three female apprentices or improvers to every journeywoman. Provided that where in respect of any class the same rate is fixed for a journeywoman as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in such class.

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 at the 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.

Juveniles.

One male juvenile may be employed to every two or fraction of two adults.

(2) *Other Persons except Apprentices, Improvers, and Juvenile Workers.*

	Weekly Wages.		Note.—These rates include the additional amounts prescribed by Clause (13) herein.	
	Males.	Females.		
	£ s. d.	£ s. d.		
Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions	5 10 0	5 10 0		
Pressers, employed pressing off any part of articles of wearing apparel of all descriptions ..	4 12 0	..		
Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine	4 12 0	..		
Other dry cleaners	4 8 0	..		
All other cleaners, finishers, or spotters	4 5 0	..		
Hat blockers employed blocking hats	4 11 0	..		
All others	4 2 0	..		
<i>Journeywomen.</i>				
Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing-off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted or similar material .. .. .	..	4 12 0	
Pressers, employed pressing-off any part of male outer garments .. .. .	..	4 12 0	
Pressers employed pressing any article using an iron exceeding 9 lb. in weight .. .. .	..	4 12 0	
Pressers employed pressing any article using an iron not exceeding 9 lb. in weight .. .. .	..	2 11 3	
Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine .. .. .	..	4 12 0	
Other dry cleaners .. .. .	..	2 8 3	
Wet-cleaners, spotters, glove-cleaners or steamers .. .. .	..	2 8 3	
Repairers, employed repairing articles of all descriptions .. .. .	..	2 12 9	
Receivers or despatchers .. .. .	..	2 8 3	
Feather dressers and hat trimmers .. .. .	..	2 8 3	
All others .. .. .	..	2 5 3	

DEFINITIONS AND CLASSIFICATION OF EMPLOYEES.

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

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

A *juvenile worker* is a male person under the age of 21 years, other than an apprentice or improver.

HOURS OF EMPLOYMENT.

(4) 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 that receivers and despatchers may be required to work on Friday evenings in shops without payment of overtime, on condition that not more than 48 hours per week are worked. 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.

OVERTIME.

(5) (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) Pieceworkers shall be paid (in addition to the ordinary pieceworker 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 pieceworker 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.

MIDDAY MEAL.

(6) (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 desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.

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

TASK SYSTEM.

(7) 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 proscribed 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 piecework 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 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 pieceworker) all moneys due to him or her.
- (b) All weekly wages shall be paid to the employees in full, with the following exceptions :—
 - (i) *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.
 - (ii) *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 (iii) of this clause, be stood off for part of a day without being paid for a whole day.
 - (iii) *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 vote 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.
 - (iv) *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 re 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 that 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.

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.

- (ii) 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 (i) hereof be deemed to be a group of holidays.
- (iii) 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)

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 to 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 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 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 on the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(11)

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 piecework 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 employee 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.—*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 the 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.

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.

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.

(12)

PIECEWORK.

(a) Subject to the conditions hereinafter set out, the employer, in conjunction with his employees, may fix his own piecework 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 piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be improvers, apprentices, or juveniles on piecework 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 piecework prices so fixed are unable to earn the rate for "All others," 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.

(c) The piecework 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 piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the factory where such piecework is being performed.

(13) ADDITIONS 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) From the beginning of the first pay period to commence in June, 1939, the rates for piecework 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.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
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 Clauses (1) and (2) INCLUDE the above additional rates.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 26th May, 1939.

