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**FRIDAY, OCTOBER 6.**

[1939]

## DETERMINATION OF THE BREAD TRADE BOARD.

(1) That, on and after the 18th June, 1939, the last previous Determination of this Board shall be revoked, and replaced by this Determination.

* Apprentices.		* Improvers.		Other Employees.				
Per Week of 44 Hours.		Per Week of 44 Hours.						
s. d.		£	s. d.			Foremen or Single Hands.	Dough-makers.	All Others.
1st Year—		1st six months						
1st six months	24 0	2nd "						
2nd "	24 6	3rd "						
2nd Year—		4th "	5 1 2					
1st six months	26 4	5th "						
2nd "	29 7	6th "						
3rd Year—		7th "						
1st six months	33 7	8th "						
2nd "	39 8							
4th Year—		and thereafter the minimum wage.						
1st six months	46 4							
2nd "	54 4							
5th Year—		PROPORTION (within any factory or place).						
1st six months	63 11	One improver to every eight workers receiving not less than 119s. 2d. per week of 44 hours.						
2nd "	74 7							
and thereafter the minimum wage.								
PROPORTION (within any factory or place).								
One apprentice to every three or fraction of three workers receiving not less than 119s. 2d. per week of 44 hours.								
				Ordinary Nights.				
				Between 11 p.m. and 7 p.m. on the following day ..		2 11	2 8½	2 8½
				Double Nights.				
				Between 8 p.m. and 7 p.m. on the following day ..		2 11	2 8½	2 8½
				Treble Nights.				
				Between 7 p.m. and 6 p.m. on the following day ..		2 11	2 8½	2 8½

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(15) OVERTIME.—(a) That any employee (other than an apprentice) who works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.

(b) That any apprentice who works in any week for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

(16) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(17) TIME RATE.—That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 22 hours, at the ordinary wages rate with an addition of 33 per centum.

For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work.

(18) UNION REPRESENTATIVE.—That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, and shall be permitted to inspect the time-book and conditions relating to the persons employed therein.

(19) SUNDAY WORK.—The Board determines, pursuant to the provisions of section 9, Act 4461, that, where a public holiday occurs upon a Tuesday, bread may be made or baked on the preceding Sunday after the hour of 8 p.m.

(20) SPECIAL RATES FOR PUBLIC HOLIDAYS.—That time and a half shall be the rate payable for all work done on New Year's Day, 26th January (Australia Day), Easter Monday, 21st April (Labour Day), King's Birthday, Christmas Day, or Boxing Day; but if by Act of Parliament or Proclamation any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(21) ANNUAL LEAVE.—

(i) That any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in Clause 20) in each year on full pay. Such holiday shall be given within three months of the completion of twelve months' service.

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

(ii) Any employee who has been for not less than three months in an employer's service, and whose engagement is terminated, shall receive three and two-thirds hours' holiday payment at his ordinary rate for each month spent in such employer's service.

(22) MEAL INTERVAL.—That a meal interval of thirty minutes shall be allowed after the completion of not less than 2½ hours' work, and not more than 5 hours' work.

(23) DEFINITION.—"Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

Melbourne, 1st June, 1939.

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

REX L. CECIL, Secretary.

[illegible]