



# VICTORIA GOVERNMENT GAZETTE.

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No. 54]

THURSDAY, MARCH 16.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE SLAUGHTERING FOR EXPORT BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 18th July, 1938, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the meat export trade at the following classes of work:—

- (a) slaughtering or dressing sheep, lambs, cattle, pigs or calves;
- (b) boning, trimming, or labouring;
- (c) skin store work;—

has made the following Determination, namely:—

- (1) That this Determination shall come into force and be operative on and after the 24th March, 1939.

- (2) 

SHEEP AND LAMBS.

### (a) Rates of Pay—

#### (i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 3s. 9½d. per 100 sheep or lambs slaughtered .. { Rams (other than Ram  
To slaughtermen employed in Group B, 40s. 8½d. per 100 sheep or lambs slaughtered .. { Lambs) double rates.

To learners—

For the first 18 days of employment—

From Monday to Friday inclusive .. .. . 16s. per day  
Saturday .. .. . 7s. 6d.

Thereafter until considered competent by the employer—

From Monday to Friday inclusive .. .. . 20s. per day  
Saturday .. .. . 8s. 6d.

The amount to be paid to learners in each team shall be deducted from the total earnings of such team and the balance shall be divided equally between the remainder of such team.

To men employed as pointsmen, men changing from long hook to gambrel and slide, washers, wipers, trimmers and stringers—

Such men shall not be members of the team but shall be paid by the employer at the rate hereinafter prescribed for other labourers and juvenile wipers, washers and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

When one team only is employed, the composite rate of 44s. 6d. per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 3s. 9½d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 40s. 8½d. per 100 sheep or lambs slaughtered equally between them.

#### (ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system, 44s. 6d. per 100 sheep or lambs slaughtered. Rams (other than ram lambs)—double rates.

### (b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

- (i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, inserting spreader, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, trimming neck, splitting down briskets.

- (ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering and dressing sheep or lambs. Such slaughterman shall perform such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(3)

### CATTLE.

- (a) Rate of Pay to Slaughtermen.—2s. 6d. per head of cattle slaughtered.  
(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, saving horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

- (c) Organization—

(i) **Team System.**—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

(4)

CALVES.

Rates of Pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on	41s. per 100 calves.
Calves 100 lb. and under, skin off, mechanically removed	49s. per 100 calves.
Calves, 101 lb. to 150 lb., skin on	54s. per 100 calves.
Calves, 101 lb. to 150 lb., skin off, mechanically removed	64s. per 100 calves.
Calves, 151 lb. to 200 lb., skin on	66s. per 100 calves.
Calves, 151 lb. to 200 lb., skin off, mechanically removed	81s. per 100 calves.
Calf skimmers engaged skinning cold calves—	
Monday to Friday inclusive	21s. per day.
Saturday	9s. per day.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on, or excluding the weight of skin where the rate is quoted with skin off.

- (5)

## Prés.

- (a) Rates of pay to men slaughtering pigs—

Machine dehaired---

Up to 100 lb.	..	..	..	..	..	8d.	per head.
101 lb. to 200 lb.	..	..	..	..	..	9d.	per head.
Over 200 lb.	..	..	..	..	..	1s. 4d.	per head.
and scudded—							
Up to 100 lb.	..	..	..	..	..	1s.	per head.
101 lb. to 200 lb.	..	..	..	..	..	1s. 3d.	per head.
Over 200 lb.	..	..	..	..	..	2s.	per head.

If pigs are put through singeing machine, 1d. per head shall be added to the above rates.

- (b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

(6)

JUVENILE WORKERS.			OTHER EMPLOYEES.		
	Wages per Day.			Wages per Day.	
	Monday to Friday.	Saturday		Monday to Friday.	Saturday.
	s. d.	s. d.		s. d.	s. d.
16 years and under 17 years	6 0	2 2	Boners (Beef and Mutton)	21 6	8 6
17 years and under 18 years	6 6	2 9	Slicers and Trimmers	18 4	7 4
18 years and under 19 years	7 10	3 1	Boners' Labourers	17 6	7 0
19 years and under 20 years	8 9	3 6	Skin Shed Labourers	17 3	7 3
20 years and under 21 years	12 8	5 2	Other Labourers	18 6	7 6

- (7) **TIMES OF BEGINNING AND ENDING WORK.**—

**Stickers.**---

Workers.—	Time of Beginning.	Time of Ending.
From Monday to Friday inclusive	7.15 a.m.	4.25 p.m.
Saturday	7.15 a.m.	10.25 a.m.
in Shed Labourers—		
From Monday to Friday inclusive	7.30 a.m.	5 p.m.
Saturday	7.30 a.m.	11 a.m.
Other Employees—		
From Monday to Friday inclusive	7.30 a.m.	4.40 p.m.
Saturday	7.30 a.m.	10.40 a.m.

- (8) OVERTIME—
- (a) Team, Slaughtermen engaged on sheep, lambs or calves—

For the first twenty minutes after time of ending work, rate and a quarter, thereafter rate and a half.

For the first 80 minutes after time of ending work, rate and a quarter, thereafter rate and a half.

All work done before time of beginning work, rate and a half.

- (b) All other employees.—All time worked outside times of beginning and ending work, time and a half or rate and a half.

(9) WAITING TIME.—(a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 3s. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within 30 minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 3s. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

(10) MEAL TIME.—

(a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

(11) SMOKOS.—All employees shall be allowed fifteen minutes smoko between 9 a.m. and 10 a.m., and fifteen minutes smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

(12) SPECIAL RATES.—Slaughtermen shall be paid rate and one half and all other employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day and Butchers' Picnic Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

(13) HOLIDAYS.—All employees (other than team slaughtermen) shall be entitled to the ten holidays hereinafter mentioned without any deduction of pay, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, viz :—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(14) WEIGHTS.—All weights referred to shall mean the frozen weights of animals slaughtered.

(15) SKINS.—Skins and hides shall be taken off free from cuts and tears.

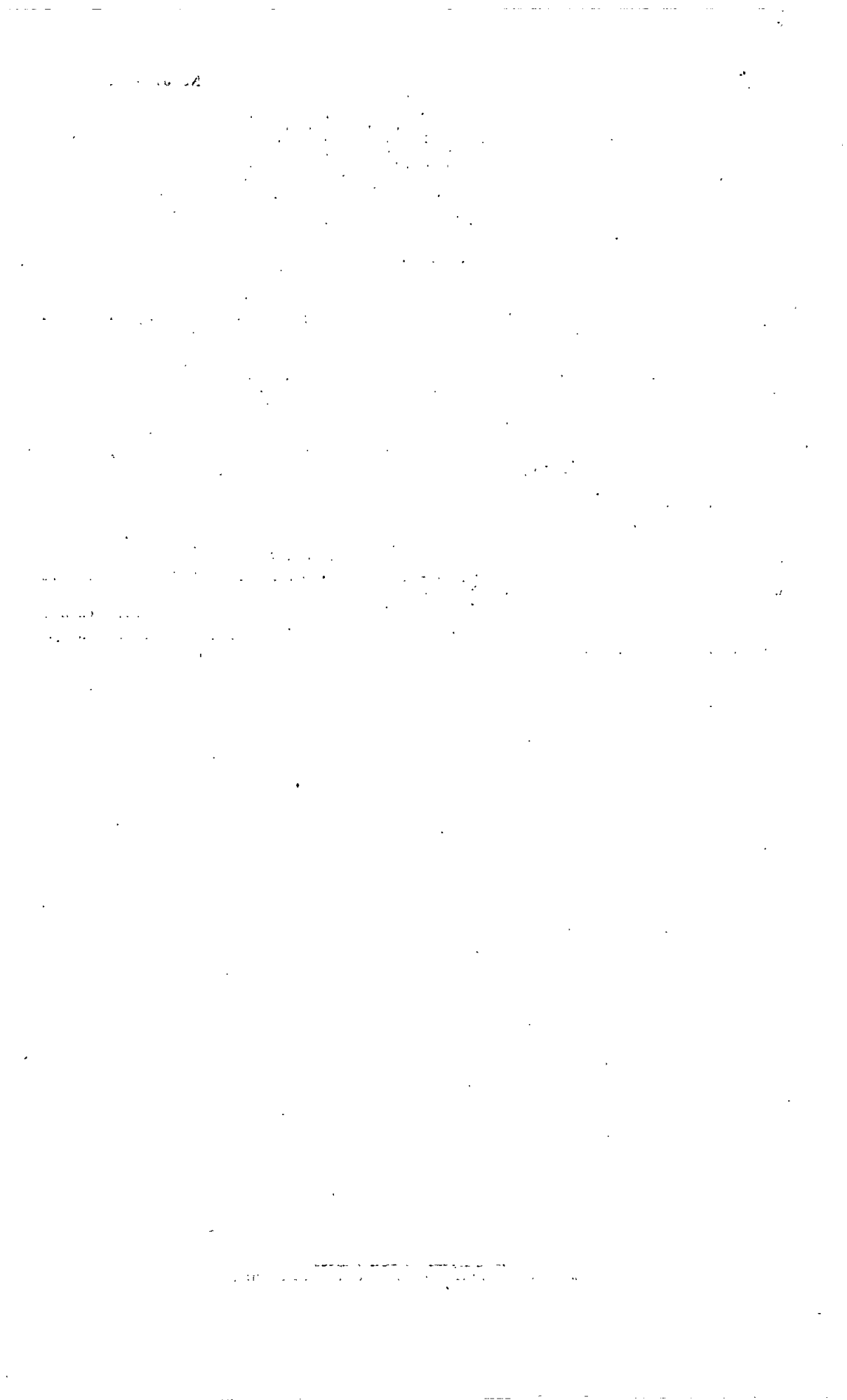
(16) TALLY BOARD.—Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

(17) PAY DAY.—Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

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

J. R. MACPHERSON, Secretary.

Melbourne, 20th February, 1939.





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No. 55]

THURSDAY, MARCH 16.

[1939

Factories and Shops Acts.

## DETERMINATION OF THE ELECTRO-PLATERS BOARD.

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

(b) On the 7th day of February, 1938, the Tinsmiths Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed in the process, trade or business of metal polishing, and such power was conferred exclusively on the Electro-platers 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—

(i) any person or persons or classes of persons employed in the process, trade, or business of—

- (a) Electro-plating;
- (b) Metal polishing;
- (c) Enamelling or japanning metals—

other than persons subject to the Determination of any one of the following Boards:—

Bedstead Makers Board,  
Brassworkers Board,  
Jewellers Board,  
Ovenmakers Board,  
Tinsmiths Board,

(ii) any person employed electro-plating, grinding, polishing, or finishing articles of tableware"—

has made the following Determination, viz.:—

(1) That on the 17th March, 1939, the Determination of the Court of Industrial Appeals, which came into force as from the last pay period in July, 1937, and any adjusted Determination issued pursuant thereto and to section 21 of the *Factories and Shops Act* 1934, shall be revoked and replaced by this Determination.

(2)

(2)

Apprentices—All Classes of Work other than  
First Class Electroplating.

Improvers—All Classes of Work other than First Class Electroplating.

Experience.	Wages Per Week of 44 Hours.		Experience.	Males.							Wages Per Week, of 44 Hours.		
				Wages Per Week of 44 Hours.									
				Commencing Age—									
				15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.				
	Males.	Females.								Females.			
	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.			
1st year—1st 6 months ..	14 9	14 9	1st year—1st 6 months ..	15 6	18 6	24 3	26 6	38 6	45 6	15 6			
2nd ..	14 9	14 9	2nd ..	18 6	24 3	26 6	38 6	45 6	61 3	18 6			
2nd year—1st ..	22 6	22 6	2nd year—1st ..	24 3	26 6	38 6	45 6	61 3	..	24 3			
2nd ..	22 6	22 6	2nd ..	26 6	38 6	45 6	61 3	71 6	..	26 6			
3rd year—1st ..	31 0	31 0	3rd year—1st ..	38 6	45 6	61 3	71 6	..	..	38 6			
2nd ..	31 0	31 0	2nd ..	45 6	61 3	71 6	77 0	..	..	44 0			
4th year ..	40 3	40 3	4th year ..	61 3	71 6	77 0	..	..	..	..			
5th year ..	47 0	..	5th year ..	71 6	77 0	..	..	..	..	..			
6th year ..	57 9	..	6th year ..	77 0	..	..	..	..	..	..			

PROPORTION (BY ANY EMPLOYER).

*Males.*

Three male apprentices to every three or fraction of three male workers receiving not less than 79s. per week of 44 hours.

*Females.*

Two female apprentices to every three or fraction of three female workers receiving not less than 44s. 9d. per week of 44 hours.

PROPORTION (BY ANY EMPLOYER).

*Males.*

One male improver to every three or fraction of three male workers receiving not less than 92s. 6d. per week of 44 hours.

*Females.*

Two female improvers to each female worker receiving not less than 44s. 9d. per week of 44 hours.

**APPRENTICESHIP—FIRST CLASS ELECTROPLATING ONLY.**

- (a) Minors shall not be engaged in the occupation of First Class Electroplating except under contracts of apprenticeship.  
 (b) The proportion of apprentices who may be taken by any employer shall be one apprentice for every three, or fraction of three tradesmen (i.e., male workers receiving not less than 109s. per week).

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

- (c) The periods of apprenticeship shall be as follow:—

If the apprentice when articulated is under the age of 17, 5 years; if over the age of 17, 4 or 5 years, at the option of the contracting parties.

- (d) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

- (e) Minors may be taken on probation for three months, and if apprenticed, such three months shall count as part of their period of apprenticeship.

- (f) Until further order any contract of apprenticeship hereafter made may contain the following provision:—

If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March, 1930.

(g) Five-year terms—	Wages.								Per Week of 44 hours.
	s. d.								
1st year	..	..	..	..	..	..	..	..	15 0
2nd year	..	..	..	..	..	..	..	..	20 6
3rd year	..	..	..	..	..	..	..	..	33 9
4th year	..	..	..	..	..	..	..	..	55 3
5th year	..	..	..	..	..	..	..	..	69 6

Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—

	s. d.								
1st year	..	..	..	..	..	..	..	..	18 0
2nd year	..	..	..	..	..	..	..	..	33 0
3rd year	..	..	..	..	..	..	..	..	55 3
4th year	..	..	..	..	..	..	..	..	69 6

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

- (h) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause (14) (a) to the number of 4 days per annum.

- (i) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

- (j) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.

- (k) An apprentice shall not work under any system of payment by results.

- (l) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

- (m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

- (n) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

- (o) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

- (p) Where an Apprenticeship Commission or other body under Statutory authority has issued or may hereafter issue any regulations relating to apprentices such regulations so far as they are not inconsistent with this Determination shall operate.

- (q) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

(3)

Juvenile Workers, i.e.							Other Employees.		
Persons under 21 years of age (other than apprentices or improvers) employed at slinging and unslinging, hanging, cleaning, scouring, scratch-brushing, drying-out, or cleaning old enamel off cycle wheels or frames or other old iron or tinware, filling up, rubbing down and firing in connexion with glass enamels for badges or medallions; or polishing legging clips, clips and plugs for rugs, nuts, screws, bolts, washers, or caps, all builders' brass and ironware, up to 1½-in. diameter, and knitting needles—									
							Wages Per Week of 44 hours.		
							Commencing Age—		
Experience.									
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.			
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.			
1st year—1st six months ..	15 6	18 6	24 3	26 6	38 6	45 6			
2nd ..	18 6	24 3	26 6	38 6	45 6	61 3			
2nd year—1st ..	24 3	26 6	38 6	45 6	61 3	..			
2nd ..	26 6	38 6	45 6	61 3	71 6	..			
3rd year—1st ..	38 6	45 6	61 3	71 6	..	..			
2nd ..	45 6	61 3	71 6	77 0	..	..			
4th year ..	61 3	71 6	77 0	..	..	..			
5th year ..	71 6	77 0	..	..	..	..			
6th year ..	77 0	..	..	..	..	..			

Males.			Wages Per Week. s. d.	Hours Per Week.
Grinders or polishers	..	..	100 6	44
Electro-platers—				
First Class ..	..	..	109 0	44
Second Class ..	..	..	99 0	44
Third Class ..	..	..	87 0	44
Liners or hand decorators	..	..	100 8	44
Coaters ..	..	..	92 6	44
All others ..	..	..	79 0	44
Females.				
Females employed at—				
(a) Hand burnishing, hand finishing, or lacquering ..	..	..	65 0	44
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length ..	..	..	100 6	44
All others ..	..	..	44 9	44

## SPECIAL RATES.

- (4) In addition to the wages prescribed in clauses (2) or (3) hereof the following special rates and allowances shall be paid:—
- (a) Leading hands in charge of not less than 3 and not more than 10 employees, including apprentices, 6s. per week extra; more than 10 and not more than 20, including apprentices, 12s. per week extra; more than 20, including apprentices, 18s. per week extra.
  - (b) Working in wet places—1½d. per hour extra.
  - (c) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
  - (d) Persons engaged at cleaning out plating tanks—1½d. per hour extra whilst so engaged.
  - (e) Where more than one of the disabilities mentioned in this clause, entitling a workman to extra rates, exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

## SPECIAL RATES FOR GRINDERS AND POLISHERS.

(5) (a) When a person is continuously engaged grinding or polishing any article the size or shape of which does not permit of the hood required by Regulation No. 25, of Chapter IX. of the Regulations made under the Factories and Shops Acts on the 4th day of March, 1930, being kept close up to the wheel in the manner prescribed by the said Regulation, he shall be paid for each week whilst so engaged an additional sum of 3s.

(b) A person shall be deemed to be continuously engaged within the meaning of this provision if he is so occupied for not less than fifteen hours in any week, and shall be entitled to receive the full sum of three shillings aforementioned.

## HOURS OF EMPLOYMENT.

(6) With the exceptions herein set out 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.

## SHIFT WORK.

*Continuous Work Shifts.*

(7) (a) For the purposes of this clause, the expression "Continuous Work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required; no such shift to exceed 8 hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(c) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on continuous work shifts shall not exceed—

- (i) 8 in any one day; nor
- (ii) 48 in any one week; nor
- (iii) an average of 44 per week during the period of employment upon such shifts; nor
- (iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor
- (v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor
- (vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts.

Provided that such average and total shall not be so reduced to 43 hours 5 minutes and 172 hours 20 minutes if the employees on such shifts are for each ordinary hour worked thereon by them paid in the case of weekly employees at the rate of one forty-third (1/43) of the prescribed weekly wage, and in the case of hourly employees, at the rate of forty-four forty-thirds (44/43) of the prescribed rate for such employees which payments the employer shall have the option of making; nor shall they be so reduced if, in addition to other holidays (if any) to be given under this Determination to such employees, such employees are given in each year, one week's holiday on full pay, which week's holiday the employer shall have the option of giving.

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

(e) Employees on continuous work shifts, working afternoon and night shifts, shall be paid 5 per cent. more than ordinary rates for such shifts.

(f) Employees on continuous work shifts, working any Sunday or holiday shift, shall be paid at the rate of time and a half for such shift.

*Shift Work in other than Continuous Work.*

(g) In shift work, not upon continuous work as herein defined, any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop, or six successive working nights or more in a six-day workshop, shall be paid for at the rate of time and a half.

(h) For any afternoon or night shift which has been in operation for five nights 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 5 per cent. more than ordinary rates shall be paid.

(i) Shift workers shall be paid overtime at the rate of time and a half for the first 4 hours and double time thereafter for all time worked in excess of shift hours.

## MIXED FUNCTIONS.

(8) 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.

## OVERTIME.

(9) (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.

#### HOLIDAYS AND SUNDAY WORK.

(10) (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, 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 or for maintaining the continuity of electric light and power (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 or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

#### PIECEWORK RATES.

(11) Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under any system of payment by results.

#### EXTRA RATES NOT CUMULATIVE.

(12) Extra rates in this Determination, including rates prescribed in clause 4, are not cumulative so as to exceed the maximum of double the ordinary rates.

#### PAYMENT OF WAGES.

(13) (a) Wages shall be paid weekly or fortnightly. Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

(b) An employee 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 at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

#### CONTRACT OF EMPLOYMENT.

(14) (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 (3) hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of females and juniors), but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) 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.

#### MISCELLANEOUS PROVISIONS.

(15) (a) Tools.—The employer shall provide for each employee all necessary tools, including micrometer, where used, but excluding other measuring or precision tools less than 13". The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) Employers shall provide proper washing and sanitary conveniences. In any workshop in which employees through a shop steward or committee ask for the provision of lockers and shower baths and an undertaking is given that the baths provided will be used by the majority of the workmen and that the baths and lockers will be properly cared for, a locker shall be installed by the employer for each workman, and hot and cold shower baths (away from lavatories) for all workmen employed in foundries.

(c) Suitable asbestos sheet and coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

#### SHOP STEWARDS.

(16) Shop stewards appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom they represent.

#### TIME AND WAGES BOOK.

(17) Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.



## DEFINITIONS.

(18) "First Class Electroplater" means an adult employee who maintains the solutions used and is responsible for the electroplating of ware.

"Second Class Electroplater" means an adult employee not responsible for the solutions used and engaged mainly on nickel plating.

"Third Class Electroplater" means an adult employee engaged in electroplating on the barrel-plating system.

"Year" means 365 consecutive days, starting from the day of commencement of operation of this Determination.

"Shift work"—afternoon shift means any shift finishing after 6 p.m. and at or before midnight. Night shift means any shift finishing subsequent to midnight and at or before 8 a.m.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.

## PERIODICAL ADJUSTMENT OF WAGES.

(19) The wages rates set out in clause (3) are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of females and of apprentices, improvers and juvenile workers in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (20):—

## Basic Wage.

Place.	Basic Wage	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies .. .. .	3 13 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

(20) (a) For work done before the beginning of the first pay period to commence in June, 1939, the amount of the basic wage prescribed in clause (19) shall be paid.

(b) For work done during each future successive period beginning with the first pay period to commence in a June, a September, a December, or a March, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The index number set to be applied is that assigned to Melbourne.
- (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period.

## Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746 .. .. .	3 0 0	859-870 .. .. .	3 10 0
747-759 .. .. .	3 1 0	871-882 .. .. .	3 11 0
760-771 .. .. .	3 2 0	883-895 .. .. .	3 12 0
772-783 .. .. .	3 3 0	896-907 .. .. .	3 13 0
784-796 .. .. .	3 4 0	908-919 .. .. .	3 14 0
797-808 .. .. .	3 5 0	920-932 .. .. .	3 15 0
809-820 .. .. .	3 6 0	933-944 .. .. .	3 16 0
821-833 .. .. .	3 7 0	945-956 .. .. .	3 17 0
834-845 .. .. .	3 8 0	957-969 .. .. .	3 18 0
846-858 .. .. .	3 9 0	970-981 .. .. .	3 19 0

H. J. RICHARDSON, J.P., Chairman.

J. B. McINDOE, Secretary.

Melbourne, 1st March, 1939.

## Introduction

The purpose of this study is to investigate the effects of a new educational program on the learning outcomes of students. The program is designed to enhance the understanding of complex concepts through interactive learning methods. The study aims to determine whether the program leads to improved performance compared to traditional teaching methods.

The research is conducted in a controlled environment where the program is implemented for a specific duration. Data is collected from a sample of students who participate in the program. The study uses a quantitative approach to measure the learning outcomes, focusing on the scores achieved in standardized tests. The results are analyzed to identify any significant differences between the program group and the control group.

The findings of the study suggest that the new educational program has a positive impact on the learning outcomes of students. The program group shows higher scores in the standardized tests compared to the control group. This indicates that the interactive learning methods used in the program are effective in enhancing the understanding of complex concepts.

The study also highlights the importance of using interactive learning methods in education. The program's success suggests that traditional teaching methods may not be as effective in promoting deep learning. The results provide evidence for the need to reform educational practices to incorporate more interactive and student-centered approaches.

The study has several limitations. The sample size is relatively small, which may affect the generalizability of the findings. Additionally, the study only measures learning outcomes through standardized tests, which may not fully capture the depth of understanding or the long-term retention of knowledge. Future research should address these limitations by conducting larger-scale studies and using multiple assessment methods.

1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40
41	42	43	44	45	46	47	48	49	50
51	52	53	54	55	56	57	58	59	60
61	62	63	64	65	66	67	68	69	70
71	72	73	74	75	76	77	78	79	80
81	82	83	84	85	86	87	88	89	90
91	92	93	94	95	96	97	98	99	100

The study concludes that the new educational program is effective in improving learning outcomes. The results provide strong evidence for the use of interactive learning methods in education. The program's success suggests that traditional teaching methods may need to be re-evaluated to ensure the best possible learning outcomes for students.

The study also identifies areas for future research. Further investigation is needed to explore the long-term effects of the program and to determine the most effective components of the program. Additionally, the study suggests that the program could be adapted for use in other educational settings to maximize its impact.