

[1953]



# VICTORIA GOVERNMENT GAZETTE.

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No. 188]

FRIDAY, MAY 10.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE FLOCK 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 made hereunder; such portions of the city of Sandringham as are not included in the said Metropolitan 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 8th February, 1940, by the Flock Board, and published in the *Government Gazette* on the 23rd February, 1940, hereby issue an adjusted Determination showing the adjusted wages rates to be paid to any person employed—

- (a) in the process, trade, or business of—
- (i) making flock, mungo, felt, or wadding;
  - (ii) cleaning wool by beating, blowing, or similar machines where such work is not subject to the Determination of any Wages Board heretofore appointed;
- (b) in connexion with any process, trade, or business set out in paragraph (a)—
- (i) as a storeman, packer, or sorter;
  - (ii) in assisting a storeman, packer, or sorter;
  - (iii) as an assembler, collector, or checker of goods in course of receipt or despatch—

- (1) The adjusted rates herein shall be paid as from the beginning of the first pay period to commence in May, 1940.
- (2)

| IMPROVERS.  |                      |                      |  | OTHER EMPLOYEES.   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
|---|----------------------|----------------------|--|--|--|----------|--------------|------|--|---------------------------------|--------------|------------------------|---------|---------|---|---------|-------------|---------|------|-----------------|---------|----------------------|---------|---------|------------------------|---------|------------------------|---------|---------|------------------------|---------|-----------------|---------|---------|--------------------|---------|---|---------|---------|---|---------|--|---------|------------------|---------|------|--|---------|---------|---------|------|---|---------|---------|---------|------|--|---------|---------|---------|------|--|---------|---------|---------|------|------------------------|---------|---------|---------|------|--------------------|---------|---------|---------|------|---|---------|---------|---------|------------------|--|--|--|--|--|--|----------|--|--|--|---------------------------------|---------|---------|---------|------|---|---------|---------|---------|------|-----------------|---------|---------|---------|------|------------------------|---------|---------|---------|------|------------------------|---------|---------|---------|------|--------------------|---------|---------|---------|------|---|---------|---------|---------|------------------|------------------|----------------------|----------------------|--|--|--|--|------------|----------------------|----------------------|--|--|--|--|------------|----------------------|----------------------|--|--|--|--|------------|----------------------|----------------------|--|--|--|--|------------|----------------------|----------------------|--|--|--|--|---|--|--|--|--|--|--|--|
| Wages per Week of 44 Hours.   |                      |                      |  | Wages per Week of 44 Hours.  |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Age.  | Males.               | Females.             |  |  |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Under 16 years .. .. .  | <i>s. d.</i><br>19 6 | <i>s. d.</i><br>17 6 | <table border="0"> <thead> <tr> <th colspan="4">MALES.</th> <th><i>s. d.</i></th> </tr> </thead> <tbody> <tr> <td>Woolen pickers .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>89 0</td> </tr> <tr> <td>Feeders of—</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>  Rag machines .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>87 0</td> </tr> <tr> <td>  Other machines .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>87 0</td> </tr> <tr> <td>Rippers .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>87 0</td> </tr> <tr> <td>  Person in charge of milling machine .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>87 0</td> </tr> <tr> <td>  Persons in charge of hardening machine .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>87 0</td> </tr> <tr> <td>  Persons in charge of tentering machine .. .. 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Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 44 hours each week on work covered by this Determination or in supervising work covered by this Determination</p> </td> <td colspan="4"></td> </tr> </tbody> </table> |  |  |          | MALES.       |      |  |                                 | <i>s. d.</i> | Woolen pickers .. .. . | .. .. . | .. .. . | .. .. .   | 89 0    | Feeders of— |         |      |                 |         | Rag machines .. .. . | .. .. . | .. .. . | .. .. .                | 87 0    | Other machines .. .. . | .. .. . | .. .. . | .. .. .                | 87 0    | Rippers .. .. . | .. .. . | .. .. . | .. .. .            | 87 0    | Person in charge of milling machine .. .. . | .. .. . | .. .. . | .. .. .   | 87 0    | Persons in charge of hardening machine .. .. . | .. .. . | .. .. .          | .. .. . | 87 0 | Persons in charge of tentering machine .. .. . | .. .. . | .. .. . | .. .. . | 87 0 | Assistant to persons in charge of milling machine .. .. . | .. .. . | .. .. . | .. .. . | 84 6 | Assistant to person in charge of hardening machine .. .. . | .. .. . | .. .. . | .. .. . | 84 6 | Assistant to person in charge of tentering machine .. .. . | .. .. . | .. .. . | .. .. . | 84 6 | Cotton pickers .. .. . | .. .. . | .. .. . | .. .. . | 82 0 | All others .. .. . | .. .. . | .. .. . | .. .. . | 82 0 | Leading hands, if in charge of four or more workers .. .. . | .. .. . | .. .. . | .. .. . | 5s. a week extra |  |  |  |  | <table border="0"> <thead> <tr> <th colspan="4">FEMALES.</th> </tr> </thead> <tbody> <tr> <td>Feeders of rag machines .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>54 6</td> </tr> <tr> <td>Feeders of machines other than rag machines .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>48 3</td> </tr> <tr> <td>Rippers .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>45 9</td> 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| Woolen pickers .. .. .  | .. .. .              | .. .. .              |  |  |  |          | .. .. .      | 89 0 |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Feeders of—   |                      |                      |  |  |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Rag machines .. .. .  | .. .. .              | .. .. .              |  |  |  |          | .. .. .      | 87 0 |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Other machines .. .. .  | .. .. .              | .. .. .              |  |  |  |          | .. .. .      | 87 0 |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Rippers .. .. .   | .. .. .              | .. .. .              | .. .. .  | 87 0   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Person in charge of milling machine .. .. .   | .. .. .              | .. .. .              | .. .. .  | 87 0   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Persons in charge of hardening machine .. .. .  | .. .. .              | .. .. .              | .. .. .  | 87 0   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Persons in charge of tentering machine .. .. .  | .. .. .              | .. .. .              | .. .. .  | 87 0   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Assistant to persons in charge of milling machine .. .. .   | .. .. .              | .. .. .              | .. .. .  | 84 6   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Assistant to person in charge of hardening machine .. .. .  | .. .. .              | .. .. .              | .. .. .  | 84 6   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Assistant to person in charge of tentering machine .. .. .  | .. .. .              | .. .. .              | .. .. .  | 84 6   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Cotton pickers .. .. .  | .. .. .              | .. .. .              | .. .. .  | 82 0   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| All others .. .. .  | .. .. .              | .. .. .              | .. .. .  | 82 0   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Leading hands, if in charge of four or more workers .. .. .   | .. .. .              | .. .. .              | .. .. .  | 5s. a week extra   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
|   |                      |                      |  | <table border="0"> <thead> <tr> <th colspan="4">FEMALES.</th> </tr> </thead> <tbody> <tr> <td>Feeders of rag machines .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>54 6</td> </tr> <tr> <td>Feeders of machines other than rag machines .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>48 3</td> </tr> <tr> <td>Rippers .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>45 9</td> </tr> <tr> <td>Woolen pickers .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>48 3</td> </tr> <tr> <td>Cotton pickers .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>45 9</td> </tr> <tr> <td>All others .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>45 9</td> </tr> <tr> <td>Leading hands, if in charge of four or more workers .. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>.. .. .</td> <td>5s. a week extra</td> </tr> </tbody> </table> |  | FEMALES. |              |      |  | Feeders of rag machines .. .. . | .. .. .      | .. .. .                | .. .. . | 54 6    | Feeders of machines other than rag machines .. .. . | .. .. . | .. .. .     | .. .. . | 48 3 | Rippers .. .. . | .. .. . | .. .. .              | .. .. . | 45 9    | Woolen pickers .. .. . | .. .. . | .. .. .                | .. .. . | 48 3    | Cotton pickers .. .. . | .. .. . | .. .. .         | .. .. . | 45 9    | All others .. .. . | .. .. . | .. .. .                                     | .. .. . | 45 9    | Leading hands, if in charge of four or more workers .. .. . | .. .. . | .. .. .  | .. .. . | 5s. a week extra |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| FEMALES.  |                      |                      |  |  |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Feeders of rag machines .. .. .   | .. .. .              | .. .. .              | .. .. .  | 54 6   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Feeders of machines other than rag machines .. .. .   | .. .. .              | .. .. .              | .. .. .  | 48 3   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Rippers .. .. .   | .. .. .              | .. .. .              | .. .. .  | 45 9   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Woolen pickers .. .. .  | .. .. .              | .. .. .              | .. .. .  | 48 3   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Cotton pickers .. .. .  | .. .. .              | .. .. .              | .. .. .  | 45 9   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| All others .. .. .  | .. .. .              | .. .. .              | .. .. .  | 45 9   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| Leading hands, if in charge of four or more workers .. .. .   | .. .. .              | .. .. .              | .. .. .  | 5s. a week extra   |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| 16 years .. .. .  | <i>s. d.</i><br>24 9 | <i>s. d.</i><br>19 6 |  |  |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| 17 .. .. .  | <i>s. d.</i><br>33 6 | <i>s. d.</i><br>22 9 |  |  |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| 18 .. .. .  | <i>s. d.</i><br>36 9 | <i>s. d.</i><br>27 0 |  |  |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| 19 .. .. .  | <i>s. d.</i><br>48 6 | <i>s. d.</i><br>32 6 |  |  |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| 20 .. .. .  | <i>s. d.</i><br>55 0 | <i>s. d.</i><br>37 0 |  |  |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |
| <p>PROPORTION (IN ANY PLACE).</p> <p><i>Improvers.</i></p> <p>One improver to every worker receiving not less than the minimum wage.</p> <p><i>Note.</i>—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 44 hours each week on work covered by this Determination or in supervising work covered by this Determination</p> |                      |                      |  |  |  |          |              |      |  |                                 |              |                        |         |         |   |         |             |         |      |                 |         |                      |         |         |                        |         |                        |         |         |                        |         |                 |         |         |                    |         |   |         |         |   |         |  |         |                  |         |      |  |         |         |         |      |   |         |         |         |      |  |         |         |         |      |  |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |  |  |  |  |  |  |          |  |  |  |                                 |         |         |         |      |   |         |         |         |      |                 |         |         |         |      |                        |         |         |         |      |                        |         |         |         |      |                    |         |         |         |      |   |         |         |         |                  |                  |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |            |                      |                      |  |  |  |  |   |  |  |  |  |  |  |  |

**NOTE.**—The Board has determined that no apprentice shall be taken in the trade.

(3) SHIFT WORK.—(a) By mutual agreement between the employer and employees, shifts may be worked between midnight on Sunday and midnight on the following Saturday.

(b) In addition to the rates set out in Clause (2) of this Determination, adult workers employed on afternoon and/or night shift shall be paid 4s. per week. Male junior employees shall be paid 2s. per week extra if engaged on afternoon and/or night shift.

(c) Shift workers shall not be required to work in excess of 56 hours in any one week.

(4) TIME OF BEGINNING AND ENDING WORK.—For workers other than shift workers:—

|   |                                 |
|---|---------------------------------|
| Time of Beginning.                        | Time of Ending.                 |
| 7 a.m.     --     --     --     --     -- | 6 p.m. on six days in the week. |

(5) OVERTIME.—

Shift workers—

- (a) all time worked before or after the usual hours of commencing and finishing a shift in excess of 44 hours;
- (b) within the usual hours of commencing and ending a shift in excess of 44 hours;

Other workers—

- (a) all time worked before or after the times of beginning and ending work prescribed in Clause (4) herein; or
  - (b) within such times of beginning and ending work in excess of 44 hours in any week—
- shall be paid for at the rate of time and a half.

(6) PROHIBITION OF EMPLOYMENT.—No person under the age of eighteen years shall be engaged in the operation of feeding a rag machine.

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

(8) TEA MONEY.—Any employee required to work overtime for a period in excess of one hour after the time fixed in clause (4) for ending work shall be allowed 1s. tea money in addition to overtime rates as prescribed for in this Determination. Provided that this clause shall not apply where the employee was notified 24 hours previously of the intention to work overtime.

(9) TERMS OF EMPLOYMENT.—Employees who work less than 44 hours in any week may be paid the ordinary wages rate calculated pro rata according to the number of hours worked.

(10) HOLIDAYS.—(a) An employee shall be entitled to be absent from his employment without deduction of pay on any of the following holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing 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 a week of any such holiday the re-engagement of such employee within three days of such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(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 a 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.

(11) SPECIAL RATES.—Time and a half shall be the special rate for all work done on Sunday, and double time for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour 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, then the special rate shall be payable only for the day so substituted.

(12) PIECEWORK.—That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

Feeding a flock machine     . . . . . 1s. 2½d. per cwt.

Flock Board.

| Piece Rates.                               | Males per Cwt.               |   | Females per Cwt.                         |   |
|--|------------------------------|---|--|---|
|  | Sorting to Grade or Quality. | Sorting to Grade or Quality and Sorting to Colours. | Sorting to Grade or Quality.             | Sorting to Grade or Quality and Sorting to Colours. |
|  | s. d.                        | s. d.   | s. d.                                    | s. d.   |
| Wool, shoddy or mantle clips               | 8 3                          | 16 6  | 4 9                                      | 9 6   |
| Hosiery                                    | 28 0                         | 56 0  | 15 9                                     | 31 6  |
| Wholesale tailoring factory clips          | 8 3                          | 16 6  | 4 9                                      | 9 6   |
| Bespoke tailors and dressmakers' clips     | 12 6                         | 25 0  | 7 3                                      | 14 6  |
| Shirt factory cottons                      | 1 9                          | 3 6   | 1 0                                      | 2 0   |
| Cottons, other than shirt factory cottons  | 3 6                          | 7 0   | 2 0                                      | 4 0   |
| Sweepings                                  | 7 3                          | 14 6  | 4 0                                      | 8 3   |
| Rags (not including cutting and metalling) | 2 0                          | 4 0   | 1 0                                      | 2 3   |
|  | Ripping.                     |   | Ripping and Sorting to Grade or Quality. |   |
|  | Males.                       | Females.  | Males.                                   | Females.  |
| Ripping woollens—                          |                              |   |  |   |
| By machine                                 | 3 3                          | 2 0   | 6 3                                      | 4 0   |
| By hand                                    | 9 6                          | 5 9   | 19 0                                     | 11 6  |

NOTE.—The above piecework prices shall be calculated on the weight of material supplied to the pieceworker.

Melbourne, 24th April, 1940.

F. A. MARZORINI,  
Secretary for Labour.

[1955]



# VICTORIA GOVERNMENT GAZETTE.

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No. 189]

FRIDAY, MAY 10.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE CHAR WORKERS BOARD.

NOTE.—This Determination on the 10th May, 1940, applied to the following parts of Victoria, namely:—The Metropolitan District and the Geelong 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 Metropolitan District; the cities of Ballarat, Bendigo, and Warrnambool; and the boroughs of Eaglehawk and Sebastopol.

In accordance with the provisions of the Factories and Shops Acts, the Wages Board, which since the 18th June, 1929, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of the Boarding Houses Board, of the Hospital and Benevolent Aylum Attendants Board, or of the Hotel and Restaurant Board) employed at office cleaning or general cleaning work of a like character *in or about any building* in which any process, trade, business, or occupation is carried on for profit," has made the following Determination, namely:—

(1) That on the 10th May, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

| Improvers.   |                             |              | Other Employees.   |                             |              |
|--|-----------------------------|--------------|--|-----------------------------|--------------|
| <b>MALES.</b>  |                             |              | <b>WAGES.*</b>   |                             |              |
|  |                             |              | <i>Males.</i>  |                             |              |
| <b>WAGES.</b>  | Per week<br>of<br>44 hours. | <i>s. d.</i> | <b>WAGES.*</b>   | Per week<br>of<br>44 hours. | <i>s. d.</i> |
| Under 19 years of age .. .. .  | 32                          | 0            | Office cleaners or general cleaners in charge of—  |                             |              |
| 19 and under 20 years of age .. .. .   | 40                          | 0            | 4 or more office cleaners or general cleaners ..   | 100                         | 6            |
| 20 years of age .. .. .  | 47                          | 0            | 1, 2, or 3 office cleaners or general cleaners ..  | 98                          | 0            |
| <b>PROPORTION.</b>   |                             |              | Other office cleaners or general cleaners ..   | 87                          | 0            |
| <i>Improvers.</i>  |                             |              | <i>Females.</i>  |                             |              |
| One male improver to every five male workers receiving not less than 87s. per week of 44 hours.        |                             |              | <b>WAGES.*</b>   |                             |              |
|  |                             |              | <i>Females.</i>  |                             |              |
|  |                             |              | <b>WAGES.</b>  |                             |              |
|  |                             |              | Per week<br>of<br>44 hours.  |                             |              |
|  |                             |              | <i>s. d.</i>   |                             |              |
| Under 19 years of age .. .. .  | 25                          | 6            | Office cleaners or general cleaners in charge of—  |                             |              |
| 19 and under 20 years of age .. .. .   | 33                          | 0            | 4 or more office cleaners or general cleaners ..   | 95                          | 7            |
| 20 years of age .. .. .  | 40                          | 0            | 1, 2, or 3 office cleaners or general cleaners ..  | 84                          | 7            |
| <b>PROPORTION.</b>   |                             |              | Other office cleaners or general cleaners ..   | 78                          | 5            |
| <i>Improvers.</i>  |                             |              | <b>* Where the employer requires the employee to reside on the premises, no deduction shall be made from the wages of such employee for rent, fuel or light.</b> |                             |              |
| One female improver to every ten female workers receiving not less than 78s. 5d. per week of 44 hours. |                             |              | <b>NOTE.—The employer shall supply all necessary tools and materials free.</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 unskilful that no person shall be taken as an apprentice.

## (3) TIMES OF BEGINNING AND ENDING WORK—

| Times of Beginning. |         | Times of Ending. |   |
|---------------------|---------|------------------|---|
| (a) For Males—      |         |                  |   |
| 6 a.m.              | .. .. . | ..               | 1 p.m. on Saturday.                           |
| 6 a.m.              | .. .. . | ..               | 6 p.m. on the other working days of the week. |
| (b) For Females—    |         |                  |   |
| 6 a.m.              | .. .. . | ..               | 12 noon on Saturday.                          |
| 6 a.m.              | .. .. . | ..               | 9 p.m. on the other working days of the week. |

## (4) OVERTIME.—That the following rates shall be paid for overtime :—

Outside the hours fixed in clause 3 .. .. Time and a quarter except that males shall be paid at the rate of time and a half for all work performed by them on Saturday after 1 p.m. and females double time for all work performed by them on Saturday after 12 noon.

Within the hours fixed in clause 3 in excess of the number of hours as fixed for a week's work 3s. per hour.

(5) EMPLOYMENT FOR LESS THAN FULL WEEK.—(a) MALES.—Male employees who are employed during any week for less than the working week of 44 hours, shall be paid for the first 22 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any male person who is not engaged for a week who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness inability or some other sufficient cause beyond his control.

(b) (i) FEMALES.—Female employees, who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter.

(ii) Female persons who are employed during any week for more than one-half the maximum number of hours fixed in this Determination as a week's work, but for less than 44 hours shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(6) ALLOWANCES.—(i) If a cleaner is required to clean windows and it is necessary to go wholly outside the window, or climb around an outside column to do such cleaning, and if such cleaning is at a height of more than 10 feet from the ground or verandah, he shall be paid 1½d. extra for every such window cleaned unless the outside window or column ledge is more than 24 inches wide. Provided that nothing in this sub-clause shall apply to cleaning from a ladder resting on the ground.

(ii) Where cleaning is done from a ladder, and the height of any portion of the window to be cleaned exceeds 25 feet from the ground, the employee shall be paid 1½d. extra for each window so cleaned.

(iii) The amount payable under this clause shall not exceed 1s. per day.

(7) RESTRICTION AS TO CLEANING OF SANITARY CONVENIENCES.—No female employee shall be required to clean or attend to any sanitary conveniences provided for persons of the male sex.

(8) 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, one week's holiday in each year (exclusive of the holidays mentioned in clause 9) 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 7th August, 1937, shall not be taken into account, and that payment for such holiday pay shall be calculated on an average of the four weeks immediately preceding such holiday.

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 two months of service.

(9) PAYMENT FOR HOLIDAYS.—Except as hereinafter provided, all employees shall be entitled to the following holidays without deduction of pay :—New Year's Day, Australia Day, Anzac Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

Provided that the following employees shall not be entitled to payment for such holidays :—

(a) In any week in which one of such holidays occur—any employee who has been employed for less than 30½ hours.

(b) In any week in which two of such holidays occur—any employee who has been employed for less than 22½ hours.

(10) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, Good Friday, 21st April (Labour Day), Anzac Day, or Christmas Day; and time and a half shall be the rate for all work done on New Year's Day, 26th January (Australia Day), King's Birthday, Boxing Day, or Easter Monday; 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.

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

C. W. TREVETHAN, Secretary.

Melbourne, 23rd April, 1940



VICTORIA  
GOVERNMENT GAZETTE.

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No. 190]

MONDAY, MAY 13.

[1940

Factories and Shops Acts.

DETERMINATION OF THE SEWAGE DISTRIBUTION BOARD.

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

**I**N accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

(a) in the process, trade, business, or occupation of distributing sewage from channels;

(b) at or about tanks at sewage treatment works,” has made the following Determination, namely:—

(1) That on the 9th May, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

|   | s.  | d. |
|---|-----|----|
| Ganger, i.e., a man in charge of over six men .. .. .   | 103 | 0  |
| Leading waterman .. .. .  | 100 | 0  |
| Leading hand, i.e., a man in charge of from three to six men .. .. .  | 95  | 0  |
| Waterman, i.e., a man who distributes sewage from channels over land .. .. .  | 92  | 0  |
| Groundsman, i.e., a man who prepares ground ahead of a waterman .. .. .   | 92  | 0  |
| Sewage tank attendant .. .. .   | 92  | 0  |
| Man engaged maintaining and cleaning out channels or flumes used for the conveyance of sewage and of drains used for the conveyance of effluent .. .. . | 92  | 0  |
| Tide gate attendant, i.e., a man who keeps channels open at seafront .. .. .  | 90  | 0  |

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 6s. and 7s. per week respectively.

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

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

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

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

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

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

(b) *By shift workers—*

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

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

(4) OVERTIME.—

(a) *Persons other than shift workers—*

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

(b) *Shift workers—*

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

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

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

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

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

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

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

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

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

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

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

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

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

(12) HOLIDAYS.—All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Labor Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

Provided that if an employee works on any one of such days he shall receive in addition to his ordinary rate of pay for such day, two days holiday in lieu thereof on full pay.

The days following the day observed as Boxing Day up to and inclusive of the 31st December in each year shall be granted as holidays on full pay to all employees. Should any employee work on any of the days referred to in this period or should a rest day of any employee engaged on shift work fall within such period he shall in either case receive within twelve months thereafter a holiday on full pay in lieu of each of such days.

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

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

The basic wage shown hereunder shall be adjusted as prescribed in clause (15).

*Basic Wage.*

| Place.  | Basic Wage.       | Index Number Set Assigned. |
|---|-------------------|----------------------------|
| Within the area to which this Determination applies .. .. . | £ s. d.<br>3 16 0 | Melbourne                  |

(15) ADJUSTMENT OF BASIC WAGE.

(a) Until the beginning of the first pay period to commence in August, 1940, the amount of the basic wage shall be as prescribed in clause (14).

(b) During each future successive period beginning with the first pay period to commence in an August, a November, a February or a May, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

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

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

*Table.*

| Index Number Divisions. | Basic Wage. | Index Number Divisions. | Basic Wage. |
|-------------------------|-------------|-------------------------|-------------|
|                         | £ s. d.     |                         | £ s. d.     |
| 735-746 .. .. .         | 3 0 0       | 871-882 .. .. .         | 3 11 0      |
| 747-759 .. .. .         | 3 1 0       | 883-895 .. .. .         | 3 12 0      |
| 760-771 .. .. .         | 3 2 0       | 896-907 .. .. .         | 3 13 0      |
| 772-783 .. .. .         | 3 3 0       | 908-919 .. .. .         | 3 14 0      |
| 784-796 .. .. .         | 3 4 0       | 920-932 .. .. .         | 3 15 0      |
| 797-808 .. .. .         | 3 5 0       | 933-944 .. .. .         | 3 16 0      |
| 809-820 .. .. .         | 3 6 0       | 945-956 .. .. .         | 3 17 0      |
| 821-833 .. .. .         | 3 7 0       | 957-969 .. .. .         | 3 18 0      |
| 834-845 .. .. .         | 3 8 0       | 970-981 .. .. .         | 3 19 0      |
| 846-858 .. .. .         | 3 9 0       | 982-993 .. .. .         | 4 0 0       |
| 859-870 .. .. .         | 3 10 0      |                         |             |

D. GRANT, Chairman.

Melbourne, 24th April, 1940.

GEO. E. PARR, Secretary.