



# VICTORIA GOVERNMENT GAZETTE.

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No. 226]

THURSDAY, JUNE 6.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE BRICK TRADE BOARD.

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

(b) On 21st February, 1911, the powers of the Brick Trade Board were extended so that it might fix "the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of sand, lime, or cement brickmaking."

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of brickmaking (including clay-digging)" has made the following Determination, namely:—

(1) That on the 5th June, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.*		Improvers.		Other Employees.		Per Hour.	Wages per week of 44 hours.
WAGES.		WAGES.		FIREBRICKS AND TEXTURE BRICKS.		s. d.	s. d.
	Per week of 44 hours.		Per week of 44 hours.				
	s. d.		s. d.	Burners .. .. .	2 1 <sup>11</sup> / <sub>11</sub>	92	0
1st year's experience ..	19 3	14 years of age ..	27 6	Crusher attendants who also haul ..	2 0 <sup>3</sup> / <sub>11</sub>	88	6
2nd " ..	25 4	15 " " ..	28 6	Crusher attendants who do not haul ..	1 11 <sup>8</sup> / <sub>11</sub>	86	0
3rd " ..	29 11	16 " " ..	30 1	Wet pan attendants ..	2 0 <sup>3</sup> / <sub>11</sub>	88	6
		17 " " ..	34 0	Dry pan attendants who do not haul ..	2 0 <sup>3</sup> / <sub>11</sub>	89	0
		18 " " ..	41 3	Machine drivers ..	2 0	88	0
		19 " " ..	54 3	Hand moulders ..	2 11 <sup>10</sup> / <sub>11</sub>	95	0
		20 " " ..	56 10	Drawers ..	2 0 <sup>21</sup> / <sub>11</sub>	91	6
				Setters ..	2 11 <sup>10</sup> / <sub>11</sub>	95	0
				Facemen working in a clayhole 25 feet or less in depth where explosives are not used ..	2 2 <sup>3</sup> / <sub>11</sub>	96	0
				All other facemen ..	2 2 <sup>3</sup> / <sub>11</sub>	98	0
				Off bearers from wire cut machines ..	2 0 <sup>3</sup> / <sub>11</sub>	88	6
				Wheelers of green bricks ..	2 0 <sup>3</sup> / <sub>11</sub>	88	6
				Clayhole men (employer to provide tools) ..	2 2 <sup>3</sup> / <sub>11</sub>	96	0
				Pressers ..	1 11 <sup>10</sup> / <sub>11</sub>	87	6
				Loftmen ..	1 11 <sup>8</sup> / <sub>11</sub>	87	0
				Yardmen ..	1 11 <sup>8</sup> / <sub>11</sub>	86	0
				All others ..	1 10 <sup>4</sup> / <sub>11</sub>	82	0
				OTHER BRICKS.			
				Burners ..	2 1 <sup>11</sup> / <sub>11</sub>	92	0
				Machine drivers or machine riggers ..	2 0 <sup>3</sup> / <sub>11</sub>	91	0
				Wet or dry pan attendants who do not haul ..	2 0 <sup>3</sup> / <sub>11</sub>	89	0
				Crusher attendants who do not haul ..	1 11 <sup>8</sup> / <sub>11</sub>	87	6
				Crusher and wet or dry pan attendants who also haul ..	2 1 <sup>4</sup> / <sub>11</sub>	93	0
				Drawers and Setters of fancy bricks (other than those employed in Hoffman kilns) ..	2 17 <sup>11</sup> / <sub>11</sub>	94	0
				Other Drawers ..	2 2 <sup>7</sup> / <sub>11</sub>	96	6
				Other Setters ..	2 2 <sup>7</sup> / <sub>11</sub>	96	6
				Facemen working in a clayhole 25 feet or less in depth ..	2 2 <sup>5</sup> / <sub>11</sub>	97	0
				All other facemen ..	2 3 <sup>9</sup> / <sub>11</sub>	102	0
				Clayhole men (employer to provide tools) ..	2 2 <sup>3</sup> / <sub>11</sub>	96	0
				Hand moulders, lime grinders, lime crushers, pressers, sand and lime mixers, or silomen ..	2 0 <sup>21</sup> / <sub>11</sub>	91	6
				Offbearers from wire cut machines ..	2 0 <sup>3</sup> / <sub>11</sub>	88	6
				Truckers ..	2 0 <sup>3</sup> / <sub>11</sub>	88	6
				Adults taking off brick machines ..	2 0 <sup>3</sup> / <sub>11</sub>	88	6
				Dampers or kiln cleaners ..	2 0 <sup>3</sup> / <sub>11</sub>	90	0
				Loftmen ..	1 11 <sup>8</sup> / <sub>11</sub>	87	0
				Yardmen ..	1 11 <sup>8</sup> / <sub>11</sub>	86	0
				All others ..	1 10 <sup>4</sup> / <sub>11</sub>	82	0

\* The Board has determined that on and after 21st September, 1938, no person shall be taken as an apprentice.  
No. 226.—6663/40.

(3) **TIME OF BEGINNING AND ENDING WORK.**—For any persons except burners, machine drivers, machine riggers, and pan or crusher attendants—

Time of Beginning.		Time of Ending.	
7 a.m.	..	12 noon on Saturdays, or the day on which the half-holiday is locally observed.	
7 a.m.	..	5.30 p.m. on each of the other five working days of the week.	

(4) **OVERTIME.**—(a) Any employee who works for any time in excess of the maximum number of hours per week fixed by this Determination shall be paid for such extra time at the rate of time and a half.

(b) Any employee (other than a burner, machine driver, machine rigger, or pan or crusher attendant) who works outside the hours fixed in clause 3 shall be paid for such time at the rate of time and a half.

(c) All work done by machine drivers, machine riggers, and pan or crusher attendants either before or after the ordinary starting and finishing time of the factory shall be paid for at the rate of time and a half irrespective of the number of hours worked.

(5) **SUNDAYS AND HOLIDAYS.**—Time and a half shall be the special rate for all work done on Sundays, and double time for all work done on New Year's Day, Australia Day (26th January), Labour Day (21st April), Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) **PAYMENT FOR HOLIDAYS.**—All employees shall be granted the holidays mentioned in clause 5 without deduction of pay.

(7) **PAYMENT OF WAGES.**—All wages due shall be paid not later than Friday in each week, except where otherwise mutually agreed between employer and employee.

(8) **TERMINATION OF EMPLOYMENT.**—Except when the conduct of an employee justifies instant dismissal or the conduct of the employer justifies an employee ceasing work without giving notice, seven days' notice of termination of employment shall be given by either employee or employer, and any employee or employer failing to give such notice shall be liable to forfeit or pay respectively one week's pay in lieu thereof.

This clause shall not apply to any employee who is employed for less than three months.

(9) **MORNING TEA INTERVAL.**—A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, such interval shall be arranged by the employer so as to avoid the necessity for a stoppage of operations in the establishment.

(10) **ASSISTANCE FOR TRUCKERS.**—Truckers wheeling 75 yards or over shall be supplied with assistance.

#### PIECE-WORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

(11) The lowest piece-work prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are used.		In Yards where Railway Trucks are not used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled commencing from the outside wall of kiln at the wicket from which the bricks are drawn is—				
Not more than 26 yards .. .. .	2 5½	2 9	2 4½	2 7½
26 to 36 yards .. .. .	2 10	3 2½	2 8½	3 0
36 to 46 yards .. .. .	3 0½	3 3½	2 11	3 2½
Over 46 yards .. .. .	3 6½	3 10	3 5½	3 8½

Drawing, wheeling, and loading on railway trucks—

	On Level Surface.		On Up-grade, Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards .. .. .	3 8	3 10½	3 11½	4 2
26 to 36 yards .. .. .	4 0½	4 3	4 3½	4 6½
36 to 46 yards .. .. .	4 2½	4 5½	4 5½	4 8½
Over 46 yards .. .. .	4 9	4 11½	5 0½	5 3

Drawing bricks not previously specified in this paragraph the drawer to leave same on barrows outside of wickets .. .. . 2s. 3½d. per 1,000 bricks

Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and offbearing to grass hacks	14 4
"    "    "    "    in sheds .. .. .	12 5
"    "    "    "    from bowling stool and placing on grass hacks (where material is placed on the table)	10 2
"    "    "    "    from bowling stool in sheds (where material is placed on the table)	9 3
"    "    "    "    fancy bricks and offbearing to hacks or in sheds .. .. .	14 4
"    "    "    "    from bowling stool .. .. .	12 11
Setting .. .. .	2 5½
Picking blues .. .. .	20 0

#### PIECE-WORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

(12) The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piece-work prices to any person employed in fire-brick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

D. BERRIMAN, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 20th May, 1940.



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No. 227]

THURSDAY, JUNE 6.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE GROCERS' SUNDRIES BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 13th November, 1939, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chocolate, cocoa, or any kind of goods commonly known as Grocers' Sundries;
- (b) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebony shine, stove polish, knife polish, metal polish;
- (c) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust;
- (d) making soap, washing soda, candles, or starch;
- (e) manufacturing or preparing honey; and
- (f) Preparing for trade or sale, peanuts or other edible nuts or the products of peanuts or other edible nuts except when such work is subject to the Determination of any Wages Board heretofore appointed"—

has made the following Determination, namely:—

(1) That on the 6th June, 1940, the last previous determination of this Board shall be revoked and replaced by this Determination.

(2)

### APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.				PROPORTION (within any factory or place).	
		Males.	Girls.	Apprentices.	Improvers.
		s. d.	s. d.		
Under 16 years	..	22 3	.. 19 9	<b>Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.</b> One male apprentice to every three or fraction of three male workers receiving not less than 82s. per week of 44 hours. One girl apprentice to every three or fraction of three women workers receiving not less than 43s. per week of 44 hours.	<b>Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.</b> One male improver to every four or fraction of four male workers receiving not less than 82s. per week of 44 hours. One girl improver to every four or fraction of four women workers receiving not less than 43s. per week of 44 hours.
16 to 17 "	..	27 3	.. 21 0		
17 " 18 "	..	33 9	.. 25 3		
18 " 19 "	..	40 3	.. 28 3		
19 " 20 "	..	47 6	.. 32 9		
20 " 21 "	..	59 3	.. 36 9	<b>Candle Section.</b> One apprentice to every three or fraction of three workers receiving not less than 43s. per week of 44 hours. An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.	<b>Candle or Soap and Soda Sections.</b> One improver to every five or fraction of five workers receiving not less than 82s. per week of 44 hours.

## JUVENILE WORKERS.

WAGES PER WEEK OF 44 HOURS.				DEFINITIONS.	
	Males.		Girls.		
	s.	d.	s. d.		
14 to 15 years	18	6	—	<b>Grocers' Sundries Section, and other Sections not elsewhere included.</b> Persons under the age of 21, other than apprentices or improvers, engaged in filling any bags, weighing, closing, wrapping or labelling or casing packets, tins, bottles, or bags for stock, or assisting in the manufacture of vermicelli or Italian paste.	
15 " 16 "	19	6	19 9		
16 " 17 "	24	0	21 0		
17 " 18 "	27	9	25 3		
18 " 19 "	33	3	28 3		
19 " 20 "	42	9	32 9	<b>Polish Section.</b> Persons under the age of 21, other than apprentices or improvers employed at wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing, or closing.	
20 " 21 "	47	6	36 9		
				<b>Soap and Soda Section.</b> Persons under the age of 19, other than apprentices or improvers, employed in wrapping or packing washing soap or soap extract.	
				<b>Candle Section.</b> Persons under the age of 21, other than apprentices or improvers, who, if males, are employed at candle cutting, wick winding, or packing candles, or, if girls, are employed packing candles in boxes, or wrapping or labelling candles.	
				<b>Starch Section.</b> Persons under the age of 21, other than apprentices or improvers, who, if males are employed at any work excepting— (1) weighing and carrying rice; (2) range work; (3) sheet laying, shaking, carrying out and cutting out draining boxes; (4) Filling and emptying crusting stoves; or, if girls, are employed scraping and wrapping blocks, or filling, weighing, labelling, or casing starch.	

## OTHER EMPLOYEES.

## WAGES PER WEEK OF 44 HOURS.

WAGES PER WEEK OF 44 HOURS.				WAGES PER WEEK OF 44 HOURS.			
	£	s.	d.		£	s.	d.
<b>Grocers' Sundries Section, and other Sections not elsewhere included.</b> Miller, i.e., an employee in charge of one or more grinding departments .. 4 12 6 Roaster .. 4 12 6 Stonedresser .. 4 12 6 Coffee essence maker, i.e., an employee in charge of vacuum pans making coffee essence .. 4 9 6 Mixer or blender, i.e., an employee in charge of one or more mixing or blending departments .. 4 7 0 Kilnman, i.e., an employee in charge of and actually doing the work of a kilnman .. 4 5 6 Mill assistant, i.e., an employee working under the direction of a miller who supervises the running of grinding rolling, or cleaning machines .. 4 5 0 Bagged goods carrier or stacker, i.e., an employee engaged carrying or stacking cereal or other bagged goods in their raw state, but not engaged in the manufacture or delivery of goods .. 4 5 0 Storeman and packer .. 4 5 0 Storeman and packer in charge of six or less storemen and packers .. 4 8 0 Storeman and packer in charge of seven or more storemen and packers .. 4 12 0 All other adult men .. 4 2 0 All other adult women .. 2 3 0				<b>Soap and Soda Section.</b> Soapmaker's assistant .. 4 12 6 Foreman in charge and actually working in the frame room, packing room, and cutting room .. 4 12 6 Milling room foreman in charge of and actually working at the milling of soap .. 4 8 0 Soap mixer, i.e., an employee in charge of and actually working at a power crutcher .. 4 8 0 Caustic soda and silicates preparers, i.e., employees engaged in preparing caustic soda and silicates for soapmaker .. 4 8 0 Soda crystal maker, i.e., an employee in charge of and actually working at soda crystal making .. 4 7 0 Soap-cutting machinist, i.e., an employee in charge of and actually working at a power soap-cutting machine .. 4 6 6 Soap cutter by hand, i.e., an employee in charge of and actually cutting soap by hand .. 4 6 6 Soap crutcher by hand .. 4 6 6 Power stamping machinist, i.e., an employee in charge of and actually working at a power stamping machine .. 4 4 6 Storeman and packer .. 4 5 0 Storeman and packer in charge of six or less storemen and packers .. 4 8 0 Storeman and packer in charge of seven or more storemen and packers .. 4 12 0 All other adult men .. 4 2 0 All other adult women .. 2 3 0			
<b>Polish Section.</b> Foreman .. 4 7 0 Mill hand, i.e., an employee working at a mill used for the grinding of moulders' blacking, moulders' plumbago preparation, charcoal, or coal dust .. 4 7 0 Boot polish mixer, i.e., an employee in charge of and actually working at mixing boot polishes .. 4 7 0 Boot blacking mixer, i.e., an employee in charge of and actually working at mixing boot blacking .. 4 7 0 Washing blue mixer, i.e., an employee in charge of and actually working at mixing washing blue .. 4 7 0 Storeman and packer .. 4 5 0 Storeman and packer in charge of six or less storemen and packers .. 4 8 0 Storeman and packer in charge of seven or more storemen and packers .. 4 12 0 All other adult men .. 4 2 0 All other adult women .. 2 3 0				<b>Candle Section.</b> Acidifier .. 4 8 0 Stillman .. 4 8 0 Glycerine distiller .. 4 8 0 Evaporator .. 4 8 0 Candle moulder, with twelve months' experience .. 4 8 0 Candle moulder, with less than twelve months' experience .. 4 6 0 Candle room ganger .. 4 8 0 Press room ganger .. 4 8 0 Cupboard runner .. 4 8 0 Provided that where cupboard runners are required to remain in the cupboard at a temperature of 100° F. for more than half an hour continuously on any one day, 6d. per day extra shall be paid. Storeman and packer .. 4 5 0 Storeman and packer in charge of six or less storemen and packers .. 4 8 0 Storeman and packer in charge of seven or more storemen and packers .. 4 12 0 All other adult men .. 4 2 0 All other adult women .. 2 3 0			
				<b>Starch Section.</b> Foreman .. 4 12 6 Stone dresser or miller .. 4 12 6 Leading Hand, i.e., an adult employee who gives instructions and is responsible for the work done in the starch factory .. 4 9 6 Millstone attendant .. 4 5 0 Person in charge of starch draining boxes .. 4 5 0 Person in charge of cornflour runs .. 4 5 0 Storeman and packer .. 4 5 0 Storeman and packer in charge of six or less storemen and packers .. 4 8 0 Storeman and packer in charge of seven or more storemen and packers .. 4 12 0 All other adult men .. 4 2 0 All other adult women .. 2 3 0			

(3) **EMPLOYMENT.—WEEKLY WAGES.**—(a) Employees may be engaged by the week, and when so engaged must be available ready, and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service shall be from day to day at the weekly rate fixed.

(c) Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 21st December.

(d) An employee is not to be entitled to more than six days' payment in any year for such non-attendance notwithstanding that he or she may be employed during the year by more than one employer.

(4) **HOURS OF WORK.**—(a) The hours of employment without payment for overtime shall not exceed 44 per week. Except as to shift workers ordinary hours shall be worked in 5 days of 8 hours, and one day (Saturday) of 4 hours, or in 5 days of 8 hours 48 minutes each, continuously, except breaks for meals, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday, at the discretion of the employer. Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and the Manufacturing Grocers Employees' Federation of Australia.

(b) The employer shall fix the starting and finishing times, provided that no change in such fixed times shall be made except by agreement between the employer and the Manufacturing Grocers Employees' Federation of Australia, and provided further that one week's notice of any such change shall be given to the employees.

(5) **OVERTIME.**—All work performed outside the starting and finishing times, provided for in clause 4 or fixed pursuant to an agreement under clause 11 (d) of this Determination, or in excess of 44 hours per week, shall be paid for at the rate of half time in addition to ordinary time. Overtime rates shall be paid on the basis of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour. Piece-work done outside the starting and finishing times shall be paid for with the addition of a half rate to the ordinary rate.

(6) **SPECIAL RATES.**—(a) Employees shall receive payment at double time rate for work done on Sunday, and shall receive payment at ordinary rate in addition to the full weekly rate for work done on Christmas Day, Boxing Day, New Year's Day, Australia Day (26th January), Labour Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday; 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.

(b) When Christmas Day, Boxing Day, or New Year's Day, or a proclaimed substitute therefor falls on a day other than Sundays and payment of wages is not included in the weekly wage in consequence of the Christmas holidays having been taken as provided for in sub-clause (f) hereunder, then employees shall receive payment for each of such days calculated as eight hours.

(c) All employees on time work off duty on any of the above-mentioned holidays, other than Sunday, shall be paid for such days at ordinary rate. Piece-workers shall be paid for such holidays and Sundays at the rate payable to employees on time work doing the same class of work.

(d) Where an employee is absent from his or her work 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 holidays.

(e) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on the days other than the prescribed holidays, the weekly rate shall not apply.

**CHRISTMAS HOLIDAYS.**—(f) On or before the 14th December in each year the employer shall be given or may obtain notice of the number and names of his adult employees who do not elect to work on the working days between Christmas Day and New Year's Day. If more than 33 per cent. of such of the adult employees in any particular establishment as come within the classification in this Determination indicate to the employer their election not to work on such days, then the employer may if he chooses, close down his establishment on such days, provided that on or before the 21st December he gives notice to his employees of his intention to do so. Where such number is 33 per cent. or under, then the employer shall keep his establishment open for work on such days, or, if he closes it, he shall pay the ordinary wage to those employees who have declared themselves ready and willing to work on such days and who have not been dismissed in conformity with this Determination.

(g) Where the business is kept open for work, the employer may require the employees presenting themselves for work to work in any capacity he may appoint, provided the employees shall be paid at their ordinary rates for such work as they are called on to do.

(h) If any employee has not indicated to the employer on or before the 14th December that he does not intend to work on the days in question, and absents himself from work when the business is open for work on such days, then such employee shall receive no pay therefor.

(7) **TERMINATION OF EMPLOYMENT.**—(a) Seven days' notice of termination of employment shall be given on any day of the week by either employer or employee provided that such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.

(b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot usefully be employed because of a strike, or stoppage of work for which the employer cannot reasonably be held responsible.

(c) In the event of such dismissal, wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services, or such money shall be forwarded to him by post within 24 hours thereafter.

(8) **PAYMENT OF WAGES.**—Wages shall be paid weekly on a week day other than Saturday.

(9) **MEAL TIMES.**—A lunch period of at least one half-hour for each employee shall be fixed in each factory between 12 noon and 2 p.m. for other than shift workers. No employee shall be required to work more than five hours from the starting of work in the morning without a break for lunch.

(b) Work performed during the usual meal hours shall be paid for at the rate of time and a half, but where the total hours worked (including time worked during such meal time) do not exceed the prescribed daily number of hours then such time shall be deemed to mean an additional payment at half ordinary rate only for such meal time. Such employee shall be allowed time for a meal.

(10) **REST PERIOD.**—Women workers on time work shall be allowed an interval of ten minutes between 10 a.m. and 11 a.m. for rest, and such interval shall be observed at times convenient to the employer. Such intervals shall count as time worked.

(11) **SHIFT WORKERS.**—(a) Shift workers shall have a break for meals without deduction of pay.

(b) Shift workers engaged on a second or third shift daily, other than overtime, shall receive payment at ordinary time plus 5 per cent.

(c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. per week in addition to their ordinary rate of pay.

(d) Shift work, including overlapping shifts, may be arranged by agreement between the employer and the Manufacturing Grocers Employees' Federation of Australia.

(12) **SUPPLY OF MATERIALS.**—The undermentioned materials shall be provided free of charge by every employer—

(a) All necessary tools of trade, which shall be kept in good repair by the employer.

(b) Uniforms and caps required by the employer to be worn by the employees.

(c) Goggles for employees engaged in work injurious to the eyes.

(13) **TEA MONEY.**—Any employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall either be supplied with a meal at the employer's expense, or be allowed 2s. for each meal required if the expense is incurred. Provided that this clause shall not apply where the employee was notified the previous day of the intention to work overtime. Provided further that where the employee was notified the previous day of the intention to work overtime and such overtime was not worked he shall be entitled to the meal allowance herein provided.

The provisions of this clause shall not apply in the case of boys under sixteen years of age or women or girls employed in factories whose conditions regarding overtime are governed by section 38 of the *Factories and Shops Act 1928* (No. 3877).

(14) **PIECEWORK.**—The Board determines under Section 150 of the *Factories and Shops Act 1928* (No. 3877) that the employer may fix his or her own piecework rates, provided such prices enable an employee of average capacity working under like conditions to earn at least 10 per cent. above the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory, whether they be improvers or juveniles on piecework or otherwise.

(b) Pieceworkers who are requested to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.

(c) A weekly pieceworker shall be allowed in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform all work provided, then such employee shall be paid the minimum wage applicable to the employee so employed.

(d) Pieceworkers working overtime for less than 15 minutes, or any fraction of 15 minutes, shall have their payment computed on the basis of an average amount of work done in 15 minutes.

(15) **DESTRUCTION OF CLOTHING.**—Where satisfactory evidence is produced by an employee that, when dissolving caustic soda, using solutions of caustic soda or mineral acids, his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

(16) **WEIGHT CARRYING.**—No woman worker over the age of 18 years shall be required to carry a greater weight than 30 pounds. Section 207 of the *Factories and Shops Act 1928* (No. 3877) provides that no person employing any girl under the age of 18 years in a factory shall permit such girl while so employed to lift or carry a greater weight than 25 pounds.

(17) **TEMPORARY WORK.**—A temporary employee shall mean a person employed for 24 hours or less in any one week, but no employee shall be deemed to be a temporary worker where after employment for at least one week he is dismissed before he has worked 24 hours in the succeeding week, or where his non-employment for more than 24 hours is wholly attributable to causes over which the employer has no control.

Temporary workers unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

(18) **DEFINITION.**—For the purpose of this Determination, year shall mean a period of twelve calendar months commencing on the 21st December in each year.

Melbourne, 22nd May, 1940.

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

GEO. E. PARR, Secretary.