



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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No. 23] WEDNESDAY, FEBRUARY 14. [1940

DISCHARGING MEMBERS OF THE LEGISLATIVE COUNCIL FROM ATTENDANCE AND
DISSOLVING THE LEGISLATIVE ASSEMBLY.

PROCLAMATION

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

WHEREAS by *The Constitution Act* it was amongst other things enacted that it should be lawful for the Governor to fix such places within Victoria and, subject to the limitation therein contained, such times for holding the first and every other Session of the Council and Assembly, and to vary and alter the same respectively in such manner as he might think fit; and also from time to time to prorogue the said Council and Assembly, and to dissolve the said Assembly, by Proclamation or otherwise, whenever he should deem it expedient: And whereas the said Council and Assembly, called "The Parliament of Victoria," stand adjourned until Tuesday, the twelfth day of March, 1940: And whereas it is expedient to dissolve the Legislative Assembly: Now therefore I, the Governor of the State of Victoria, in the Commonwealth of Australia, in exercise of the power in me vested in this behalf, do by this my Proclamation discharge the Honorable the Members of the Legislative Council from their meeting and attendance on Tuesday, the twelfth day of March, 1940: And I do dissolve the Legislative Assembly, such dissolution to take effect on Thursday, the fifteenth day of February, 1940: And I do hereby declare that I have this day given Order that Writs be issued in due form, and according to law, for the election of Members to be duly returned to serve in the Legislative Assembly.

Given under my Hand and the Seal of the State of Victoria, at Melbourne, this fourteenth day of February, in the year of our Lord One thousand nine hundred and forty, and in the fourth year of the reign of His Majesty King George VI.

(L.S.)

WINSTON DUGAN.

By His Excellency's Command,

A. A. DUNSTAN,
Premier.

GOD SAVE THE KING!

GENERAL ELECTION.

NOTICE is hereby given that His Excellency the Governor will issue Writs for a General Election of Members to serve in the Legislative Assembly of Victoria on the day first hereinafter mentioned, viz:—

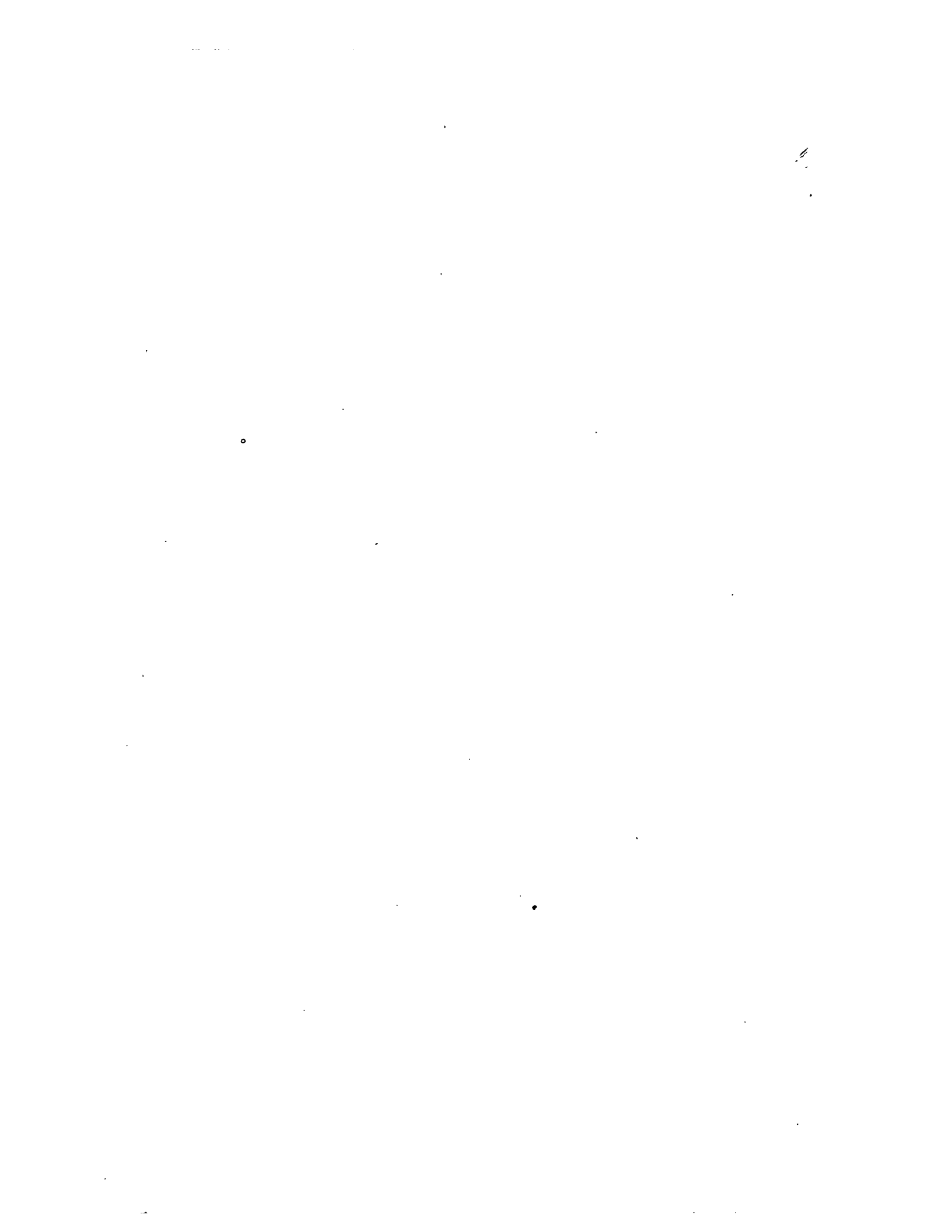
Date of issue of Writs	...	...	...	...	...	Friday, 16th February, 1940.
Day of Nomination (before or on which nominations are to be made)	...	...	...	...	...	Friday, 1st March, 1940.
Day of Polling	...	...	...	...	...	Saturday, 16th March, 1940.
Return of Writs before or on	...	...	...	...	...	Friday, 29th March, 1940.

By His Excellency's Command,

C. W. KINSMAN,
Official Secretary.

The Governor's Office,
Melbourne, 14th February, 1940.

By Authority: T. RIDER, Government Printer, Melbourne.





VICTORIA GOVERNMENT GAZETTE.

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No. 24]

THURSDAY, FEBRUARY 15.

[1940

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 3 (BUTCHERS).

NOTE.—(1) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts, and the Order in Council thereunder, and such portion of the city of Sandringham as is not within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; and the Moorpanyal and Peak ridings of the shire of Corio.

(2) Butchering and/or Small Goods Making were proclaimed on the 9th October, 1939, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.P.

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 18th December, 1939, by the Shops Board No. 3 (Butchers), and published in the *Government Gazette* on the 9th January, 1940, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the process, trade or business of a butcher or seller of meat, or maker or seller of small goods.

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

(2A) APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District and such portion of the city of Sandringham as is not within the said Metropolitan District.

		Weekly Wage.	
		£	s. d.
1st year's experience	.. .. .	1	12 0
2nd "	"	2	2 0
3rd "	"	2	7 0
4th "	"	3	5 0
5th year	.. .. .	Minimum wage	

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

Apprentices and Improvers not elsewhere included.

		Apprentices.		Weekly Wage.	
				£	s. d.
		<i>Five Year Terms.</i>			
First year	.. .. .	0	15 6		
Second year	.. .. .	1	0 6		
Third year	.. .. .	1	16 0		
Fourth year	.. .. .	2	11 6		
Fifth year	.. .. .	3	7 0		
		<i>Four Year Terms.</i>			
First year	.. .. .	0	17 6		
Second year	.. .. .	1	11 0		
Third year	.. .. .	2	11 6		
Fourth year	.. .. .	3	7 0		

EMPLOYMENT OF MALE JUNIORS.

(a) In such portions of the State of Victoria as come within the purview of the Apprenticeship Commission after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such Commission.

(b) In all other areas covered by this Determination un-apprenticed juniors may be employed on the following terms:—
After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labour.

APPRENTICES AND IMPROVERS—continued.

Employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.				Apprentices and Improvers not elsewhere included.	
				The wage rates of unapprenticed junior labour shall be as follows:—	
IMPROVERS.				Weekly Wage.	
				£ s. d.	
Under 18 years	..	..	..	2	9 6
18 years and under 19 years	..	..	..	2	18 9
19 years and under 20 years	..	..	..	3	4 6
20 years	..	..	..	Minimum wage	
No carter or driver under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District.					
No carter or driver under 18 years of age shall be allowed to have sole charge of a motor vehicle.					
PROPORTION (BY ANY EMPLOYER).					
One improver to every five drivers receiving not less than the minimum wage.					
				Weekly Wage.	
				£ s. d.	
First six months' experience				0	15 6
Second six months' experience				1	0 6
Second year's experience				1	8 6
Third year's experience				1	19 0
Fourth year's experience				2	16 9
Fifth year's experience and until reaching the age of 21 years				3	9 0
PROPORTION OF JUVENILES AND APPRENTICES.					
The number of apprentices or unapprenticed juniors employed in any one shop, whether consisting of a factory only or a shop and factory combined, shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop or factory shall be treated as an adult for the purpose of this Clause.					

(2b)

OTHER EMPLOYEES.

	Weekly Wage.		
	Within the Metropolitan District and such portion of the city of Sandringham as is not within the said Metropolitan District.	In Ballarat, Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	In the cities of Geelong, Geelong West, and Warrnambool; the town of Newtown and Chillwell; and the Moorparanal and Peak Ridings of the Shire of Corio.
	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.
	£ s. d.	£ s. d.	£ s. d.
ABATTOIRS OR MEAT MARKETS.			
Tacklemen	6 0 0	..	..
Slaughtermen	5 11 0	..	..
Head and Feet Boners	4 17 0	..	..
Scalders	4 17 0	..	..
Meat Lumpers	4 14 6	..	..
Offal labourers (including persons handling, or breaking out crown fats from, offals sent to boiling down)	4 11 0	..	..
General labourers	4 8 6	..	..
RETAIL SHOPS.			
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	..	5 4 0	5 7 0
Employee who does slaughtering for 24 hours or less in a slaughterhouse associated with a butcher's shop—	..	5 4 0	5 7 0
Whilst employed on such work	..	..	..
Whilst employed on other work	..	At the rates prescribed for such work.	..
Slaughtermen employed in abattoir, outside the metropolitan area of Melbourne	..	5 14 0	5 17 0
<i>Definition:—“Slaughtering” means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.</i>			
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	5 5 0	5 2 0	5 5 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	5 2 0	4 19 0	5 2 0
Ordermen who deliver but do not cut meat	4 9 0	4 6 0	4 9 0
All others	4 7 0	4 4 0	4 7 0
<i>Definition:—“General butcher” means an adult who has served an apprenticeship or has had at least four years' general experience in general butchery and is not exclusively employed in the making of small goods.</i>			
SMALL GOODS SECTION.			
Men employed principally on mixing machines	5 5 0	5 2 0	5 5 0
Fillermen	4 18 0	4 15 0	4 18 0
Small goods maker, small goods sellers from cart who collect cash, boners, salters, scalders and cookers	4 17 0	4 14 0	4 17 0
Packing-room hands	4 11 0	4 8 0	4 11 0
Linkers and table hands	4 11 0	4 8 0	4 11 0
All others	4 7 0	4 4 0	4 7 0
CARTERS AND DRIVERS EMPLOYED IN OR IN CONNEXION WITH ABATTOIRS OR MEAT MARKETS.			
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	4 10 6	4 7 6	4 10 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	4 14 6	4 11 6	4 14 6
Exceeding 3 tons capacity	4 18 6	4 15 6	4 18 6
Horse Drivers—			
One horse	4 8 0	4 5 0	4 8 0
Two horses	4 10 6	4 7 6	4 10 6
Three horses	4 12 6	4 9 6	4 12 6
Head stableman (if more than one employed)	4 6 0	4 3 0	4 6 0
Other stablemen or grooms	4 2 0	3 19 0	4 2 0

OTHER EMPLOYEES—continued.

	Weekly Wage.		
	Within the Metropolitan District and such portion of the City of Sandringham as is not within the said Metropolitan District.	In Ballarat, Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	In the cities of Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the Moorparanal and Peak Ridings of the Shire of Corio.
	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.	Per week of 48 hours. £ s. d.
CARTERS AND DRIVERS EMPLOYED IN OR IN CONNECTION WITH ABATTOIRS OR MEAT MARKETS—continued.			
Drivers who do not cart meat, and who are not required to wear special clothing ..	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers who, as part of their duties during the week, are required to collect moneys and account therefor	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified	11d. per week in addition to the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer Drivers who, during the day, are engaged in carting blood manure or offensive offal	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified	11d. per day in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows:—			
From 1st May to 31st October	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified	8d. per hour in addition to the rate specified
From 1st November to 30th April	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified	5d. per hour in addition to the rate specified
CARTERS AND DRIVERS (NOT ELSEWHERE INCLUDED).			
Drivers of Motor Vehicles—	Per week of 44 hours.	Per week of 44 hours.	Per week of 44 hours.
Not exceeding 25 cwt. capacity	4 10 6	4 7 6	4 10 6
Exceeding 25 cwt. but not exceeding 3 tons	4 14 6	4 11 6	4 14 6
Exceeding 3 tons capacity	4 18 6	4 15 6	4 18 6
Horse Drivers—			
One horse	4 8 0	4 5 0	4 8 0
Two horses	4 10 6	4 7 6	4 10 6
Three horses	4 12 6	4 9 6	4 12 6

PROVISIONS APPLICABLE TO PERSONS (OTHER THAN MEAT LUMPERS AND CARTERS AND DRIVERS) EMPLOYED IN ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT AND SUCH PORTION OF THE CITY OF SANDRINGHAM AS IS NOT WITHIN THE SAID METROPOLITAN DISTRICT.

(3) WEEK'S WORK FOR SLAUGHTERMEN.—The maximum amount of work to be done by slaughtermen in any week shall be—

Sheep and/or Lambs.		Other Months.	Beef.
During July, August, September and October.			
Woolly Sheep.	Other Sheep and/or Lambs (including Ram Lambs).	Sheep and/or Lambs (including Lamb Rams).	Carcasses.
324 with a maximum of 70 per day on Monday to Friday inclusive and 24 on Saturday	346 with a maximum of 75 per day on Monday to Friday inclusive and 26 on Saturday	346 with a maximum of 75 per day on Monday to Friday inclusive and 26 on Saturday	54 with a maximum of 12 per day on Monday to Friday inclusive and 4 on Saturday Provided that the daily quota of beef carcasses where men work in a team shall be ascertained by dividing the number of carcasses slaughtered by the number of men in the team

Where on any day a slaughterman is engaged in mixed killing, he shall not exceed the equivalent of twelve beef carcasses on the basis that one beef carcass equals six woolly sheep or six and one third other sheep and/or lambs (including ram lambs).

A slaughterman's work shall consist of sticking down, taking out neck sweetbreads (if any), taking off the skin, taking out offal, wiping up the carcass, and hanging, all in a workmanlike manner.

Time taken off for collecting pay shall not affect the day's tally.

(4) HOURS.—The number of hours to constitute an ordinary week's work shall be 44.

The hours of work on any day shall be continuous except for a meal interval which shall be allowed between the hours of 12 noon and 1 p.m. on Monday to Friday inclusive.

(5) TERMS OF ENGAGEMENT.—All employees (other than casuals) shall be paid the full weekly wage fixed herein irrespective of the hours worked not exceeding the weekly hours fixed.

(6) EMPLOYEE'S WEEK.—When any employee is engaged for a week's work, each week shall commence from the day on which he is engaged.

(7) TIMES OF BEGINNING AND ENDING WORK—

	Time of beginning.	Time of ending.
Slaughtermen—	{ 7.30 a.m.	4.40 p.m., Monday to Friday inclusive.
	{ 7.30 a.m.	10.40 a.m., Saturday.
All other persons—	{ 7.30 a.m.	5 p.m., Monday to Friday inclusive.
	{ 7.30 a.m.	11 a.m., Saturday.

(8) OVERTIME.—The following rate shall be paid for overtime:—

Within the hours fixed as the times of beginning and ending work in excess of 44 hours in any week
 Outside the hours fixed as the times of beginning and ending work } Time and a half.

(9) CASUAL LABOUR.—Casual employees (i.e., persons 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 the following rates:—

Slaughtermen 26s. per day (Monday to Friday inclusive) and 13s. on Saturday.
 Labourers 18s. per day.

(10) PAYMENT FOR HOLIDAYS.—Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay:—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day, and Butchers Picnic Day.

(11) SPECIAL RATE FOR SUNDAY AND HOLIDAYS.—Double time shall be the special rate payable for all work done on Sunday and the holidays mentioned in Clause 10, but if any other day be by Act of Parliament or Proclamation substituted for any of such holidays, the special rate shall be payable only for work done on the day so substituted.

(12) NOTICE TO WORK ON HOLIDAYS.—Except in the case of an unavoidable accident or emergency, three days' notice shall be given to an employee who is required to work on a holiday prescribed in this Determination.

(13) SMOKO INTERVAL.—All employees shall be allowed twenty minutes smoko each forenoon and afternoon without deduction of pay.

(14) PAYMENT OF WAGES.—Wages shall be paid not later than Friday in each week, and must be paid during working hours.

(15) TERMINATION OF EMPLOYMENT.—Except in a case where an employee is inefficient or has been guilty of a misdemeanour seven days' notice of termination of employment shall be given by either employer or employee.
 Provided that this clause shall not apply to tacklemen, slaughtermen, or labourers.

(16) STOP WORK MEETINGS.—No stop work meetings shall be held by employees during working hours. If, in contravention of this clause, a stop work meeting should be held, the pay for the time lost may be deducted.

(17) TIME BOOK FOR SLAUGHTERMEN.—Every slaughterman shall indelibly record daily his correct times of beginning and ending work, also the daily tally of work performed by him in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australasian Meat Industry Employees' Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

(18) TREATMENT OF INJURED STOCK.—

- (a) The employer shall have power to call on slaughtermen during the following periods to kill stock that require immediate treatment, viz.:—During smoko intervals, between 12 and 1 p.m., and after 5 p.m. on week days, and after 11 a.m. on Saturdays. Stock killed during such periods are to be considered extra to the day's tally, and shall be paid for at one and a half times the ordinary rates.
- (b) Where a watchman is employed, he shall be able during his period of watch, but not during the hours when slaughtering operations are being carried on, to kill and dress any injured or crippled sheep or lambs that may require attention.

PROVISIONS APPLICABLE TO MEAT LUMPERS EMPLOYED WITHIN THE METROPOLITAN DISTRICT AND SUCH PORTION OF THE CITY OF SANDRINGHAM AS IS NOT WITHIN THE SAID METROPOLITAN DISTRICT.

(19) HOURS.—(a) The market trading hours at the Meat Market are as follows:—

Monday .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 a.m. to 1 p.m.
Tuesday .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	4.30 a.m. to 1 p.m.
Wednesday .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	5 a.m. to 12 noon.
Thursday .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	4.30 a.m. to 1 p.m.
Friday .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	4.30 a.m. to 4 p.m.
Saturday .. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	.. .. .	6 a.m. to 10 a.m.

(b) When an employee is available for work during the meat trading hours, such hours shall be accounted as hours worked by him.

All work done in excess of nine hours on Monday to Thursday inclusive, and in excess of nine and a half hours on Friday, and in excess of four hours on Saturday, and in excess of 44 hours in any one week, shall be paid for at overtime rates, provided that a meat lumpner who starts work at or after 8 a.m. and is employed during the afternoon shall not come under the provisions of the first and second paragraphs of this clause, and he shall be paid at overtime rates for all work done in excess of nine hours on Monday to Friday inclusive or in excess of four hours on Saturday or in excess of 44 hours in any one week.

(c) One hour shall be allowed each day for a meal between 8 a.m. and 10 a.m., and on Friday one hour also between noon and 2 p.m., but for the meat lumpner who commences work at 8 a.m., the hour shall be between 12 noon and 2 p.m.

(d) Hours of duty shall be continuous except for meals.

(e) No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

(20) WEEKLY ENGAGEMENT.—Except in the case of casual employees all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

Any employee not attending for duty shall lose his pay for the actual time of such non-attendance unless he produces or forwards within twenty-four hours of the commencement of such absence, satisfactory evidence to the management that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence. Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health for more than six days in each year.

Employment shall be terminated only by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

(21) OVERTIME.—(a) If required for duty on any holiday, half-holiday, Saturday afternoon or Sunday, all employees shall be entitled to pay at double the ordinary rate per day.

(b) If required for duty on other days beyond the hours per day prescribed, all employees shall be entitled to pay at the rate of time and a half.

(c) Where overtime has been earned by an employee for working after the number of hours prescribed as a day's work, such overtime shall be paid to him in addition to his weekly wage but the hours on which overtime has been earned shall not be counted in computing the working hours of the week.

(22) PAY DAY.—Wages shall be paid not later than Friday in each week in the employer's time.

(23) GENERAL CONDITIONS OF EMPLOYMENT.—All employers shall keep a time and wages book in which shall be entered the names of all employees, the hours worked and the wages received. Such book shall be open for inspection during reasonable hours by the Secretary of the Australasian Meat Industry Employees Union.

PROVISIONS APPLICABLE TO CARTERS AND DRIVERS EMPLOYED IN CONNEXION WITH ABATTOIRS AND MEAT MARKETS IN ALL AREAS TO WHICH THIS DETERMINATION APPLIES.

(24) **HOURS OF WORK.**—The hours of duty of employees shall not (without payment for overtime) exceed 48 hours per week, and the daily hours shall not (without payment for overtime) exceed 9 hours 40 minutes on Monday to Friday, and 6 hours on Saturday.

Except as provided by Clause 2 (b) and except in the case of stablemen and grooms, such daily hours shall be worked between 7 a.m. and 6 p.m. on Monday to Friday, and 7 a.m. and 1 p.m. on Saturday.

The hours of duty on any day shall be continuous except for meal intervals.

No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

(25) **OVERTIME.**—All time worked in excess of 9 hours 40 minutes on Monday to Friday, and in excess of 6 hours on Saturday, or in excess of 48 hours per week, shall be paid for at the rate of time and a half.

(26) **WEEKLY ENGAGEMENT.**—Except in the case of casual employees, all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours specified.

Any weekly employee not attending for duty shall lose his pay for the actual time of such non-attendance, unless he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence.

Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than six days in each year.

Employment shall be terminated only by a week's notice on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

(27) **CASUAL EMPLOYEES.**—Casual employees (i.e. persons employed during any week for not more than one-half the maximum number of hours fixed as a week's work) shall be paid one-sixth of the weekly wage for the class of work they perform, plus 2s. for each day or part of a day on which they are employed.

Where a casual employee is required to perform more than one kind of function on any one day, he shall be paid for the whole day at the highest rate prescribed for any of the functions.

(28) **HOLIDAYS.**—Employees, other than casuals, shall be entitled to the following holidays without deduction of pay:—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday and Butchers' Picnic Day.

Provided that within the Metropolitan District, Cup Day shall be observed as a holiday in lieu of King's Birthday.

(29) **SUNDAY AND HOLIDAY RATES.**—(a) Except as hereinafter provided, all time of duty on Sunday and Public Holidays herein prescribed shall be paid for at the rate of double time, that is two days' pay on Sunday, and one day's pay on public holidays in addition to the weekly wage.

(b) Stablemen and grooms, part of whose duties are to feed and attend to horses every day, shall not be entitled to any extra pay for working on Sunday if they are allowed one clear day's rest in seven. If they work on seven days in one week they shall be entitled to Sunday rates for work done on Sunday.

Stablemen and grooms shall not be entitled to any extra pay for work done on public holidays if engaged in the performance of their ordinary duties.

Stablemen and grooms who are required to work continuously seven days in the week shall be allowed one week's holiday on full pay at the expiration of each twelve months' service.

(c) Drivers who are required to be on duty on Sunday to feed and attend to horses where the employer does not employ any stablemen, shall be paid for such Sunday work at the ordinary rate paid for the other six days of the week.

(30) **NOTICE TO WORK ON HOLIDAYS.**—Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee required to work on a public holiday prescribed in this Determination.

(31) **MIXED FUNCTIONS.**—Where an employee performs on any day functions of a mixed character, he shall be paid for that day at the rate applicable to the function for which the highest rate is payable.

(32) **PAYMENT OF WAGES.**—Wages shall be paid not later than Friday in each week in the employer's time.

PROVISIONS APPLICABLE TO ALL OTHER PERSONS.

(33) **HOURS OF LABOUR.**—(1) In retail butchers' shops and small goods factories the ordinary working hours shall not exceed in number 44 per week.

(2) No time worked on a Sunday shall be reckoned as part of such ordinary hours.

(3) (i) Each daily period of work comprised in such ordinary working hours shall be unbroken except by prescribed meal intervals.

(ii) No such daily period of work shall exceed in duration nine hours exclusive of prescribed meal intervals.

(iii) Such daily periods of work shall be so arranged that on at least one day in each week the employee concerned shall finish his ordinary hours of work not later than 12.30 p.m.

(4) No time worked before 6 a.m. or after 8 p.m. shall be reckoned as part of such ordinary hours.

(5) (i) Subject to compliance with the foregoing provisions and with those hereinafter contained the employer may for any of his employees fix each day's starting and finishing times of ordinary hours of work (inclusive of special starting and finishing times for any day next preceding a public holiday observed by him for the employee concerned).

(ii) The employer shall state such times in advance in a notice posted in his establishment so as to be readily accessible and visible to the employee concerned.

(iii) The employer may from time to time substitute other starting and finishing times if not less than a week in advance of the substituted times he states such times in a notice posted so as to be visible to the employee concerned together with the next previous notice concerning such times.

(iv) Every fixation of starting and finishing times shall be made in respect of a period which shall not be less than a week in length.

(34) **MEAL INTERVALS.**—(a) Employees shall be granted one hour for lunch on a full working day between noon and 2 p.m.

(b) Employees called upon to start work before 7 a.m. shall be allowed one hour for breakfast to commence before 10 a.m.

(c) Meal intervals where allowed shall not be counted as part of the daily or weekly hours worked.

(35) **OVERTIME.**—All time worked—

(a) In excess of 44 hours per week; or

(b) In excess of 9 hours on five days of the week and 5½ hours on the day on which the ordinary hours of work are fixed to finish not later than 12.30 p.m.; or

(c) Before the fixed starting time or after the fixed finishing time—

shall be paid for at overtime rate namely time and a half.

No employee shall be called upon to work overtime after 7 p.m. without a break of one hour or payment of 2s. tea money.

(36) **SPECIAL RATES AND ALLOWANCES.**—Where an employee is temporarily transferred during working hours from one shop or factory to another the employer shall pay such employee all costs of transit and travelling time.

(37) HOLIDAYS.—(a) The following days or the days observed in lieu thereof except for the unavoidable delivery of small goods shall be holidays and shall be paid for as though worked—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, Boxing Day, and Union Picnic Day.

For work done in the delivery of small goods on these days, time and a half rates shall be paid after 9.30 a.m., but on Good Friday after 11.30 a.m.

(b) In the Metropolitan District, Melbourne Cup Day shall be observed as a holiday instead of King's Birthday.

(c) On any such holidays except Christmas Day, Anzac Day and Union Picnic Day, employees except those engaged in the making of small goods if required shall work without extra payment for not more than two hours, but on Good Friday for not more than four hours.

(d) If an employee is dismissed within fourteen days before any of the holidays above mentioned and is re-engaged within fourteen days after any of the holidays above mentioned he shall be deemed to have been dismissed for the purpose of evading payment for such holidays and any payment so evaded shall be due and payable to the employee.

(e) For any work done on holidays except as provided in the preceding sub-clause of this clause, double time shall be paid.

(38) SUNDAY WORK.—All work performed on Sundays except attention to horses or other live stock shall be paid for at double rates. For attention to horses or other live stock on Sundays ordinary rates shall be paid.

(39) PAYMENT OF WAGES.—(a) Wages due under this Determination to a weekly employee shall be paid in cash not later than Thursday in each week.

(b) Employers may, if they so desire, keep two days' pay in hand.

(c) Where the services of an employee are dispensed with all wages owing to him shall be paid to him on the day of dismissal.

(d) Wages due under this Determination to a casual employee shall be paid immediately on the termination of work on each day on which he is engaged.

(40) TIME BOOKS.—(a) Each employer at each place at which he carries on business under this Determination shall provide at time book or time sheet in which each day's hours of work of each employee shall be entered (including overtime, if any), and the wages received each week; such entries shall, at least once a week, be vouched for by the signature of the employer or his representative.

(b) The time book or time sheet so entered and vouched for if countersigned by an employee representing the Union of employees shall be evidence of the time actually worked by an employee for all purposes under this Determination including overtime.

(c) The time book or time sheet shall, on demand, be produced by the employer for inspection at the place where it is kept at any time between 10 a.m. and 4 p.m. Monday to Thursday inclusive and between 10 a.m. and 1 p.m. on Friday to an official of the Australasian Meat Industry Employees' Union who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Union; or to an official of the Master Butchers' Meat and Allied Trades' Federation of Australia who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Federation.

(d) An inspection shall not be demanded unless the Secretary of the Union or Federation or the District Secretary or Organizer of any division of the Union or Federation suspects that a breach of this Determination is being or has been committed.

(e) Only one demand for such inspection shall be made in any one fortnight at the same establishment and no inspection shall be demanded on a Saturday.

(f) The official making an inspection shall be entitled to take a copy of entries in the time book or time sheet relating to the suspected breach of this Determination.

(41) RIGHT OF ENTRY.—A duly accredited representative of the Australasian Meat Industry Employees' Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the manager or such other person as may be appointed by the employer;

(b) That he interviews employees only at the place where they are taking their meal;

(c) That not more than one representative visit the premises at any one time;

(d) That not more than one representative visit the same premises more than once in a week;

(e) That if any employer alleges that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions such employer may refuse the right of entry.

(42) ENGAGEMENT.—(a) Except in casual employment, all employment shall be by the week. An employee, to become entitled to payment on a weekly basis, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected.

(b) Employment other than casual shall be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day on which an employee cannot be usefully employed because of any strike or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall lose his pay for the actual time of such non-attendance unless he produces or forwards to his employer, within twenty-four hours of the commencement of such absence, evidence satisfactory to the employer that his non-attendance is due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence.

Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health, or both, for more than six days in each year. An employer may by agreement with any employee grant such employee a clear week's holiday on full pay in lieu of payment for absences through sickness.

For the purposes of this clause the period between the coming into operation of this clause and the first day of July, 1940, shall constitute a year and thereafter each year shall commence on the first day of July.

(43) CASUAL EMPLOYEES.—(a) A casual employee, that is, an employee who is not employed for a full week, shall be paid one-sixth of the weekly wage prescribed in this Determination for the class of work he performs, plus 10 per cent. of such one-sixth for each day or part of a day on which he is employed. For time worked in excess of 8 hours on any one day, time and a half rates shall be paid.

(b) Where a casual employee is required to perform more than one class of work on any one day, he shall be paid for the whole of that day at the highest wage prescribed in this Determination for any of the work which he performs.

(c) In addition to the rate payable under sub-clause (a) hereof casual employees shall be paid all fares above 4d. per day reasonably and necessarily incurred.

(44) MIXED FUNCTIONS.—Where an employee performs on any day functions of a mixed character he shall be paid for that day the wage rate applicable to the function for which the highest rate is payable.

(45) MISCELLANEOUS PROVISIONS.—(a) The employer shall provide boiling water for the use of employees at meal times.

(b) First-aid appliances and requisites shall be provided free of cost by employers for the use of employees meeting with injuries while on duty.

(c) The employer shall provide for his employees reasonable facilities for the taking of meals and changing clothes.

(46) POSTING DETERMINATION.—A copy of this Determination shall be posted up by the employer in a conspicuous place accessible to all employees.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 10th February, 1940.



VICTORIA
GOVERNMENT GAZETTE.

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THURSDAY, FEBRUARY 15.

[1940

Factories and Shops Acts.

DETERMINATION OF THE RUBBER TRADE BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the city of Sandringham as are not included within the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any persons—

1. Employed in or in connexion with the trade of—

- (a) a maker of all kinds of rubber goods;
(b) a reclaimer of rubber; and
(c) a maker of solution;

2. Employed in the repairing of all kinds of rubber goods—
has made the following Determination namely:—

(1) That on the 7th February, 1940, the adjusted Determination which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

	Wages per Week of 44 Hours.		Except in the fancy goods section no female shall be employed until she attains the age of fifteen years.
	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	15 6	14 6	
16 years of age	23 6	18 6	
17 " "	31 0	23 0	
18 " "	39 0	27 0	
19 " "	47 0	31 6	
20 " "	54 6	35 6	

And thereafter the minimum wage.

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 81s. per week of 44 hours.

MALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 81s. per week of 44 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 43s. per week of 44 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 43s. per week of 44 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed in the aggregate three to each adult female worker receiving not less than 43s. per week of 44 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker not less than 43s. per week of 44 hours.

(a) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any Union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(b) Notwithstanding anything hereinbefore contained, female workers receiving the adult female wage prescribed for the class of work being performed by them, shall be counted as adult female workers in calculating the proportion of females, but in calculating such wage, bonuses shall not be considered as part of the wage.

(3)

ADULT MALES.

	Wages per Week of 44 Hours.		
	£	s.	d.
1. Employee engaged on any operation connected with or incidental to the handling, preparation, manufacture, or repair of rubber and/or rubber goods and/or goods in the manufacture of which rubber is used, other than those set out hereunder	4	1	0
2. Sifter and/or drier of compounding ingredients	4	3	0
3. Operator in charge of drying machine	4	5	0
4. Weigher and/or assembler of compounds for mixing, calendaring, &c.	4	8	0
5. Wrapper of goods made by wrapped process	4	3	0
6. Operator in charge of lead-covered hose stripping machine	4	5	0
7. Operator in charge of hose-making machine (wrapped process)	4	7	0
8. Helper on hose-making machine (wrapped process)	4	5	0
9. Lead-covering machine helper	4	5	0
10. Operator in charge of lead-covering machine (hose)	4	11	6
11. Maker of wrapped hose by hand-made process	4	14	0
12. Dough mixer working on mill and/or enclosed mixer for solution or cement	4	5	0
13. Operator on washing mill and/or grinding waste	4	5	0
14. Operator on warming and/or masticating mill and/or reclaim refining mill	4	7	0
15. Operator on cracker mill	4	5	0
16. Operator on mixing mill	4	14	0
17. Reclaimer or employee engaged on acid tank	4	5	0
18. Employee on digester machine	4	7	0
19. Spreader in charge of machine (not otherwise classified)	4	8	0
20. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting	4	14	0
21. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	4	4	0
22. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified)	4	5	0
23. Operator engaged on motor, motor cycle and/or bicycle tube joint curing	4	7	0
24. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire)	4	9	0
25. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire)	4	11	6
26. Inspector and/or examiner and/or tire tester	4	7	0
27. Tester with water	4	1	0
28. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	4	7	0
29. Operator in charge of cotton creels	4	7	0
30. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine	4	5	0
31. Maker of packing	4	7	0
32. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine	4	7	0
33. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year	4	5	0
Second and third year	4	11	6
Thereafter	4	16	0
34. Operator employed fitting solid tire to wheel (motor vehicle or otherwise)	4	9	0
35. Operator employed fitting pneumatic tire to rim and/or wheel	4	5	0
36. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press	4	7	0
37. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers and/or strips and/or buffing cylindrical rollers up to 3 feet in length	4	7	0
38. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	4	11	6
39. Operator on lathe engaged fashioning biased bowls	4	11	6
40. Operator dipping ballons and/or other dipped goods	4	7	0
41. Operator of rubber thread cutting lathe	4	9	0
42. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	4	7	0
43. Helper on self-contained mould and/or curing pan and/or dry heater	4	1	0
44. Operator in charge of vulcanizing press, more than 4 feet in length	4	11	6
45. Operator in charge of vulcanizing press, not more than 4 feet in length	4	9	0
46. Helper on vulcanizing press, more than 4 feet in length	4	7	0
47. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires	4	14	0
48. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires and/or air bags	4	11	6
49. Operator in charge of person engaged in making and/or moulding solid motor tires	4	11	6
50. Operator engaged in making and/or moulding solid motor tires	4	5	0
51. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags	4	7	0
52. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding	4	9	0
53. Operator in charge hand making transmission conveyor and/or elevator belting	4	11	6
54. Operator engaged hand making transmission conveyor and/or elevator belting	4	8	0
55. Operator engaged on belt making machine	4	5	0
56. Operator laying mats, tiles, or rubber flooring	4	14	0
57. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags	4	14	0
58. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tire and/or tube	4	7	0
59. Operator re-treading new tires	4	5	0
60. Maker of air bags with extruded material	4	7	0
61. Maker of air bags (not otherwise classified)	4	14	0
62. Operator in charge of forcing machine	4	9	0
63. Operator in charge of forcing machine straining rubber	4	5	0

Adult Males—continued.

	Wages per Week of 44 Hours.		
	£	s.	d.
64. Operator in charge of textile cutting machine	4	7	0
65. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand	4	5	0
66. Operator engaged in the individual making of surgical mechanical and/or sporting goods who designs, lays out, cuts to shape and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	4	16	0
67. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts	4	7	0
68. First assistant on calender 48 inches and over	4	11	6
69. First assistant on calender under 48 inches	4	5	0
70. Operator in charge of calender 72 inches and under	5	3	0
71. Operator in charge of calender over 72 inches	5	8	0
72. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	4	12	0
73. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning or tying, table hand	4	7	0
74. Storeman in charge of moulds	4	3	0
75. Operator engaged on sand blasting in a properly enclosed cabinet	4	5	0

ADULT FEMALES.

	Wages per Week of 44 Hours.		
	£	s.	d.
76. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots	2	8	6
77. Adult female employee employed tire making and/or case making and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical and/or sporting goods	2	7	6
78. Adult female employee employed on sewing machine	2	8	6
79. Adult female employee on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear)	2	6	0
80. Adult female employee employed on dipped goods	2	6	0
81. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching	2	4	6
82. Adult female employee employed on wire or bead making	2	7	6
83. Adult female employees not specially provided for	2	3	0

(4) SPECIAL RATES.—(a) Any female or junior (male or female) employed in any way in the making, finishing, or packing of preventatives, pessaries, or sheaths, shall receive the male basic wage provided herein, and in addition thereto shall receive the margin provided for a male operator engaged in the individual making of surgical goods.

(b) Any employee engaged in the process of acid curing, cold curing, or vapour curing (as defined in clause (23) hereof) shall be paid at the rate of 4s. per hour.

(c) Employees engaged in processing free carbon black or slicking and/or spraying motor and/or motor cycle tires or actually working on acid vats in reclaiming, shall be paid the sum of 4d. per day in addition to the rate herein fixed for the class of work performed.

(d) Employees using a spray gun for the purpose of spraying motor and/or motor cycle and/or bicycle tires, other than the spraying of trade marks, transfer marks, or other distinguishing signs, shall be paid the sum of 1s. per day in addition to the rates herein prescribed for the class of work performed. Such payment shall include any payment made under sub-clause (c) hereof.

(e) Employees engaged on continuous work shifts shall be paid an additional 1s. per shift on afternoon and night shift. Instead of paying the said sum of 1s. for each afternoon or night shift the employer may at his option pay the sum of 8d. for each continuous work shift.

(f) Employees, not engaged on continuous work shifts, working on night shift, as defined in clause (5) hereof, shall be paid an additional 1s. per shift.

(5) DEFINITIONS.—“Adult female,” as used in this Determination, shall include junior female workers receiving the adult female wage under sub-clause (b) of clause (2) hereof.

“Night shift” means any shift worked wholly or partially between the hours of 8 p.m. and 6 a.m., but shall not include any shift worked on continuous work shift.

“Union,” in this Determination, shall mean The Federated Rubber Workers' Union of Australia.

(6) HOURS OF DUTY.—(a) The ordinary hours of duty for employees not engaged on continuous work shifts, shall not without payment of overtime at the rates and subject to the conditions hereinafter appearing, exceed 8 hours 48 minutes on each of the first five days of the week, and 4 hours on Saturday, and shall not exceed 44 hours in any week.

(b) The ordinary hours of duty of employees on continuous work shifts shall not without payment of overtime at the rates and subject to the conditions hereinafter appearing, exceed eight in any one day; nor 48 in any one week; nor an average of 44 per week during the period of employment upon such shifts; nor a total of 132 during any three consecutive working weeks of the period of employment upon such shifts.

Employees on continuous work shifts shall work such shifts up to six per week as may be required. A meal break, not exceeding twenty minutes shall be granted with pay on each shift exceeding four hours, and shall be arranged by the employer at a convenient time as near as practicable to the middle of the shift. Continuous work shifts shall be worked in rotation.

(c) The hours of duty of any night shift worker shall be consecutive with breaks for meals.

(d) No male junior worker, under the age of eighteen years, shall work between the hours of 10.30 p.m. and 6 a.m.

(e) The starting or finishing time of any employee must be the same for at least one week unless overtime is paid: provided that the starting or finishing times may be changed in the case of sickness or accident or breakdown of plant or equipment, or in the case of an employee replacing another who does not turn up for work at his usual starting time.

(7) OVERTIME.—(a) Except as hereinafter provided all time worked before or after the employee's starting or finishing time shall be paid for at the rate of time and one-half for the first four hours, and double time thereafter.

(b) On continuous work shifts, when one or more employees fail to report for duty without having given 24 hours' notice of intention of being absent, a corresponding number of employees on the preceding shift may be worked overtime at the rate of time and a quarter for the first two hours, and double time thereafter.

(c) The laws in force at the date of commencement of this Determination governing overtime in factories in the State of Victoria, except in regard to the payment of tea money to females, shall, where not inconsistent with this Determination, be deemed to be incorporated in this Determination as part thereof: provided, however, that the number of days upon which males under sixteen years of age, or females may be called upon to work overtime, shall be thirty in each year, and such additional number of days as may be approved by the Secretary of Labour.

For the purposes of this sub-clause "year" shall mean twelve calendar months, starting with the 22nd December, 1938, each year.

(8) MEALS.—(a) Any male employee not informed the day before that he is required to work overtime shall be allowed the sum of 2s. for meal money, if the overtime so worked exceeds one hour in any day or shift. If an employee, pursuant to notice in that regard, has provided himself with a meal and is not required to work overtime, he shall be paid 2s. for the meal so provided: provided that this payment need not be made if the employee concerned could not work overtime on account of a strike by the Union or any other Union, or through any breakdown of machinery, or any stoppage of work brought about by any cause whatsoever which the employer could not reasonably prevent.

(b) Any female required to work overtime in excess of 30 minutes in any one day shall be paid 1s. meal money.

(c) An interval of not less than 30 minutes shall be allowed for the midday meal, as near as possible to the middle of the day's work: provided that on shift operations, other than continuous work shift, a meal period of not less than 20 minutes in each shift shall be provided, which shall not count as time worked.

(d) Any employee required for duty during his usual meal time shall be paid at the rate of time and a half until he be allowed the usual length of time for a meal, unless he is allowed to have his meal at his job and is paid at the rate of time and a half during the time of his usual meal time.

(9) MAXIMUM NUMBER OF HOURS WORKED.—(a) No employee shall be required to work in the factory, workshop, or repair-shop for more than twelve hours in any one day or night.

(b) No employee engaged on day work, shift-work, or night shift, after completing the recognized hours which constitute the day's work or shift, shall be called upon to work an extra shift.

(c) No employee shall be required to work in the factory or workshop for more than twelve hours without a break of eight hours' rest before commencing a shift or day's work.

(10) RECORD OR TIME BOOK.—(a) Each employer shall keep some card or check used in connexion with a mechanical clock or a time and wages book, showing the name of each employee, his occupation, the hours worked each day, and the wages, allowances and overtime paid each week: provided that the requirement in respect to his occupation shall be deemed to be shown as required if the item number set out against the employee's classification in Table "B" of clause (27) hereof be shown in lieu of the said occupation.

(b) The records referred to in sub-clause (a) hereof shall be open for inspection by a duly accredited official of the Union (as to members of his Union) during the usual office hours at the employer's office or other convenient place: provided that no inspection shall be demanded unless the secretary of the Union or of a branch thereof suspects that a breach of this Determination has been or is being committed: provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment: provided also that no demand for production need be complied with unless 24 hours' notice in writing of the intention to inspect shall have been given to the employer concerned.

(11) HOLIDAY AND SUNDAY WORK.—(a) All weekly wage employees shall be granted the following holidays without deduction of pay.—The days observed as New Year's Day, Good Friday, Easter Monday, Eight Hours' Day, Anzac Day, Christmas Day, and Boxing Day.

(b) If any of the above holidays occur on a Sunday or a Saturday, and are not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday if a working day as for a half day, but not otherwise: provided that if the employee is a shift worker, working a full day on Saturday he shall be paid for the full day.

(c) Any employee absenting himself from work on any portion of the working day preceding or following a holiday provided for in this clause without reasonable excuse or without permission from his employer, shall not be entitled to payment for such holiday.

(d) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates, provided they are not required to work on the night shift commencing on a holiday. Where a holiday, prescribed by this Determination, is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday, and in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay.

(e) Notwithstanding anything to the contrary contained in this Determination, if any employer shall give to any employee a notice of termination of engagement expiring or taking effect as a dismissal within seven days of the date on which any of the said holidays fall or are observed, such employer shall pay to the employee so dismissed, a day's pay for each such holiday falling or being observed within seven days of the termination of the engagement, unless the engagement is determined by the employer by reason of the misconduct of the employee: provided that this sub-clause shall not apply to any employee who at the date of the expiration of such notice shall not have been employed by the employer concerned for at least 80 per cent. of the ordinary working time of the three consecutive weeks immediately preceding the expiration of such notice: provided further that when any holiday is observed on a non-working day, the employee concerned shall not be entitled to payment for such holiday.

(f) Any employee who is employed on a Sunday or any holiday provided for in this clause shall for all time worked on that day be paid at the rate of double time.

(12) ANNUAL HOLIDAY.—(a) Except as hereinafter provided employers shall in each year give their employees continuously employed, as defined, a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive, and shall pay the full wages, prescribed by this Determination, for ordinary working days included in that period.

(b) Employees entitled to such holiday and required to work during that period shall be given a week's holiday, on full pay, at some other time during the year or if dismissed from employment before receiving such holiday, shall be paid an extra week's wages on dismissal.

(c) "Continuously employed," for the purpose of this clause, means employed (except as to breaks arising from slackening of work) for the six months immediately preceding the 25th day of each December.

(d) Any employee dismissed during the three weeks immediately preceding the 25th day of December (who except for such dismissal would be entitled to annual holiday) shall be entitled to payment of one week's wages for such annual holiday.

(e) If the employer does not require any employee to work during the period from and after the day observed as Boxing Day to the 31st day of December inclusive, and such employee is not entitled to annual holiday under this clause, such employee shall not be entitled to payment of wages for the said period or part thereof during which he is not required to work.

(13) TERMS OF ENGAGEMENT.—(a) To become entitled to payment of a weekly wage, an employee must perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employee affected, and in accordance with the terms of this Determination.

(b) An employee engaged for the first time shall for the first three weeks of such engagement be employed from day to day at the weekly rate fixed by this Determination.

(c) Any employee failing to attend for duty shall lose pay for the time of such non-attendance unless such employee produces or forwards, within 48 hours of commencement of such absence, a medical certificate, or other evidence satisfactory to the management, that such non-attendance was due to personal accident arising out of and in the course of employment in respect of which no payment is received under any Workers Compensation Act, or to personal ill health necessitating such absence: provided that any employee shall be entitled to payment for non-attendance on the ground of personal ill health for not more than four days in any one year of his or her employment.

(d) Employment shall be determined only by a week's notice on either side, but such notice may be given at any time during any week: provided that any employer may dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in any such case the employee shall be paid up to the time of dismissal only: provided further, that any employer may deduct payment for any day or part thereof an employee cannot be usefully employed because of any strike by the Union, or any other Union, or through any breakdown of machinery, or any stoppage of work by any cause whatsoever which the employer cannot reasonably prevent.

(e) Casual employees may be engaged at hourly rates, provided such rates calculated from hour to hour are 10 per centum higher than the rates prescribed for weekly employees doing the same class of work.

(f) Employees who leave without proper notice may, at the option of the employer, be called upon to forfeit to the employer up to three days' pay.

- (14) **PAYMENT OF WAGES.**—(a) Wages shall be paid not later than Wednesday in each week.
(b) No employer shall keep more pay in hand than has accrued to any employee up to the end of the preceding calendar week.
(c) All wages shall be paid during working hours.
(d) Any employee leaving on proper notice or dismissed shall be paid his wages on leaving or being dismissed; provided that when an employee is dismissed outside ordinary office hours he shall be paid not later than 10 a.m. on the next working day. In the case of pieceworkers or bonus workers, the time wages only need be paid in accordance with the foregoing provisions.
- (15) **MIXED FUNCTIONS.**—(a) Any employee engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform shall be paid for the full day or shift at the highest rate payable for any such work under this Determination; but if he is so engaged for less than two hours he shall only be paid at the rates fixed by this Determination for the work he actually performs.
(b) Any employee who is transferred to a lower grade of work than that upon which he is usually employed, shall be paid at the higher wage for the remainder of the day or shift on which such transfer takes place, and from the commencement of the next working day or shift he shall be paid at the appropriate wage for the class of work performed.
- (16) **TOOLS OF TRADE.**—(a) The employer shall provide all tools of trade.
(b) Any employee engaged on acid vats, or on reclaiming or washing raw rubber, or in wet places, shall be supplied with apron or overalls, and rubber or other suitable boots, free of charge.
- (17) **SEATS FOR FEMALE WORKERS.**—When practicable, seats shall be provided for all females whilst on duty.
- (18) **HEAVY WEIGHTS.**—(a) No male employee shall be required to pull, drag, or push more than 10 cwt.: provided that this sub-clause shall not apply to any truck on rails nor to any truck fitted with ball or roller bearings.
(b) No female employee shall be required to lift or carry more than 30 lb.
(c) No male employee shall be required to lift or carry excessive weights.
- (19) **REST TIME FOR FEMALES.**—A specified rest time of ten minutes shall be allowed to all females in the forenoon and afternoon.
- (20) **HEALTH OR HYGIENIC CONDITIONS.**—(a) Every employer shall in each factory supply suitable dining-room accommodation.
(b) Every employer shall provide sufficient boiling water for employees at meal hours.
(c) Every employer shall supply drinking water in each department of the factory.
(d) Any employee engaged as a reclaim worker or moulder of motor and/or motor cycle tires, calender hands, mill hands, compound hands, and employees engaged in the wet sponge rubber department, shall be provided with a lock-up cupboard, suitable baths or showers, and a changing-room.
(e) All dipping vats, excluding those containing latex and varnishing solutions, shall be provided with covers.
(f) Sifting boxes or machines shall be rendered reasonably dust proof.
(g) Hoods and exhaust flues shall be installed over all mixing mills, dry heaters, chalking or sifting machines, and buffs, provided that no hood or exhaust flue shall be required to be installed over any portable buff.
(h) The provisions of sub-clauses (a), (b), (c), and (d) hereof shall have no application to repair shops.
- (21) **SICKNESS.**—(a) Any employee may leave work at any time on account of occupational sickness or accident arising out of and in the course of his employment, and shall be entitled to re-employment at the termination of the sickness or recovery from the accident: provided that a satisfactory medical certificate, if called for, is produced to the employer or his representative at the time of application for re-employment, and provided that notice of his inability to work be conveyed to the employer within 48 hours of such inability arising.
(b) Any employee so leaving work for more than seven days may be required to give to his employer seven days' prior notice of his fitness to resume work.
(c) In no case shall an employee be entitled to re-employment in pursuance of this clause after the expiration of six months from the first notification of the sickness or the accident causing the absence.
(d) This clause shall apply only to employees who are entitled to benefits under the Workers' Compensation Act of the State concerned.
(e) Any employee injured on the employer's premises, whether the injury is incidental to his or her work or not, shall report such injury at a first-aid room or other appointed place before leaving the premises.
- (22) **FIRST-AID ATTENDANT.**—(a) First-aid appliances and a certified first-aid attendant shall be provided by employers at all factories, and where female employees are employed such first-aid attendant, or another first-aid attendant, shall be a female. Such female attendant may do other work.
(b) The provisions of sub-clause (a) hereof shall have no application to repair shops.
(c) A sufficient first-aid outfit shall be provided and maintained on the premises by employers at all repair shops.
- (23) **PROCESS OF COLD CURING, ETC.**—(a) No person shall be engaged acid curing, cold curing, or vapour curing for more than two consecutive hours, and every person so engaged must have at least four hours interval before resuming same. The employer shall provide fresh milk and respirators free of charge for persons engaged on this class of work.
(b) Provided that vapour curing in sub-clause (a) hereof shall include only vapour curing by bi-sulphide of carbon or benzene with chloride of sulphur.
- (24) **UNION DELEGATE.**—(a) The general secretary or any branch secretary of the Union, or any official thereunto, authorized by the Union, shall not be prevented by any employer from visiting and conversing with the members of the Union in the dining-room or waiting-room (where provided) at meal times, or before or after the hours of work.
(b) If any such official make himself objectionable to the employer or to any manager or foreman or employee, the right of such official to visit may be determined by the respondent employer affected, and the Union may substitute another official in his stead.
(c) Any official of the Union shall have access to any repair shop for the purpose of interviewing any employee engaged therein.
- (25) **UNION BUSINESS.**—Any member of the Federal Council of the Union or any member of the Committee of Management of any State branch thereof, may leave work to attend to the business of the Union, provided that at least three days' notice of such intention shall have been given to the employer. Any employee so absent shall not be paid for the period of such absence.
- (26) **NOTICE BOARD.**—(a) A notice board shall be provided in the dining-room or in some other prominent position at the works.
(b) Any notice previously approved by the employer or his representative may be posted on such notice board.
(c) A copy of this Determination shall be posted and kept posted at the notice board provided pursuant to sub-clause (a) hereof not later than 28 days after the date of issue of such Determination.
- (27) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates, set out in clauses 2 and 3, are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, 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 minimum rate of wage to be paid to adult employees shall be the rate ascertained in the following manner, namely:—
Where the work is performed in the area or place mentioned in the first column of Table "A" hereunder written, a male employee shall be paid the rate mentioned in the fourth column, and a female employee shall be paid the rate mentioned in the fifth column, and where the employee is performing any of the classes of work mentioned in the first column of Table "B" hereunder written, the employee shall also be paid the marginal difference (if any) prescribed in the second column of the said Table "B."

TABLE "A."

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage for Adult Males.	Minimum Wage for Adult Females.	Index Number Set Assigned.
	Per Week.	Per Week.	Per Week.	Per Week.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Victoria	3 15 0	0 6 0	4 1 0	2 3 0	Melbourne

Apprentices and Improvers.

The minimum rates of wage to be paid to apprentices and improvers shall be as follows:—

	Males.		Females.		
	Adjustable Portion of Wage.	Loading (Constant).	Adjustable Portion of Wage.	Loading (Constant).	
	Per Week.	Per Week.	Per Week.	Per Week.	
		s. d.		s. d.	
Under 16 years of age ..	20	} Per cent. of the adult male needs basic wage payable from time to time under this Determination (calculated to the nearest 3d.)	35	} Per cent. of the minimum wage for adult females payable from time to time under this Determination less 3s. (calculated to the nearest 3d.)	0 6
16 years of age ..	30		45		0 6
17 " " ..	40		55		1 0
18 " " ..	50		65		1 0
19 " " ..	60		75		1 6
20 " " ..	70		85		1 6

TABLE "B."

Adult Males.

First Column. Class of Work.	Second Column. Marginal Difference per Week.
	s. d.
1. Employee engaged on any operation connected with or incidental to the handling, preparation, manufacture or repair of rubber and/or rubber goods and/or goods in the manufacture of which rubber is used, other than those set out hereunder ..	Nil
2. Sifter and/or drier of compounding ingredients ..	2 0
3. Operator in charge of drying machine ..	4 0
4. Weigher and/or assembler of compounds for mixing, calendaring, &c. ..	7 0
5. Wrapper of goods made by wrapped process ..	2 0
6. Operator in charge of lead-covered hose stripping machine ..	4 0
7. Operator in charge on hose-making machine (wrapped process) ..	6 0
8. Helper on hose-making machine (wrapped process) ..	4 0
9. Lead-covering machine helper ..	4 0
10. Operator in charge of lead-covering machine (hose) ..	10 6
11. Maker of wrapped hose by hand-made process ..	13 0
12. Dough mixer working on mill and/or enclosed mixer for solution or cement ..	4 0
13. Operator on washing mill and/or grinding waste ..	4 0
14. Operator on warming and/or masticating mill and/or reclaim refining mill ..	6 0
15. Operator on cracker mill ..	4 0
16. Operator on mixing mill ..	13 0
17. Reclaimer or employee engaged on acid tank ..	4 0
18. Employee on digester machine ..	6 0
19. Spreader in charge of machine (not otherwise classified) ..	7 0
20. Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers blankets and/or bed sheeting ..	13 0
21. Employee engaged on doubling and/or chalking and/or polishing and/or embossing ..	3 0
22. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tire making and/or joining (not otherwise classified) ..	4 0
23. Operator engaged on motor, motor cycle and/or bicycle tube joint curing ..	6 0
24. Operator building pneumatic tire on flat and/or crown drum and/or on flat top core (excluding bicycle tire) ..	8 0
25. Operator building pneumatic tire on core (excluding flat top core and/or bicycle tire) ..	10 6
26. Inspector and/or examiner and/or tire tester ..	6 0
27. Tester with water ..	Nil
28. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire ..	6 0
29. Operator in charge of cotton creels ..	6 0
30. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine ..	4 0
31. Maker of packing ..	6 0
32. Operator on mat-cutting guillotine, mat-punching process, mat-buffing and/or sanding machine ..	6 0
33. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)— First year ..	4 0
Second and third years ..	10 6
Thereafter ..	15 0
34. Operator employed fitting solid tire to wheel (motor vehicle or otherwise) ..	8 0

TABLE "B"—continued.
Adult Males—continued.

First Column. Class of Work.	Second Column. Marginal Difference per Week.
	<i>s. d.</i>
35. Operator employed fitting pneumatic tire to rim and/or wheel	4 0
36. Operator on clicking press and/or sole-cutting machine and/or mechanically operated punching press ..	6 0
37. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers and/or strips and/or buffing cylindrical rollers up to 3 feet in length	6 0
38. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	10 6
39. Operator on lathe engaged fashioning biased bowls	10 6
40. Operator dipping balloons and/or other dipped goods	6 0
41. Operator of rubber thread cutting lathe	8 0
42. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater ..	6 0
43. Helper on self-contained mould and/or curing pan and/or dry heater	Nil
44. Operator in charge of vulcanizing press, more than 4 feet in length	10 6
45. Operator in charge of vulcanizing press, not more than 4 feet in length	8 0
46. Helper on vulcanizing press, more than 4 feet in length	6 0
47. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires	13 0
48. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tires and/or air bags	10 6
49. Operator in charge of person engaged in making and/or moulding solid motor tires	10 6
50. Operator engaged in making and/or moulding solid motor tires	4 0
51. Operator engaged in moulding articles other than motor and/or motor cycle tires and/or tubes and/or air bags ..	6 0
52. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tire moulding ..	8 0
53. Operator in charge hand making transmission conveyor and/or elevator belting	10 6
54. Operator engaged hand making transmission conveyor and/or elevator belting	7 0
55. Operator engaged on belt making machine	4 0
56. Operator laying mats, tiles, or rubber flooring	13 0
57. Repairer of used motor and/or motor cycle tire and/or tube and/or air bags	13 0
58. Repairer of blemishes on new motor and/or motor cycle and/or bicycle tires and/or tubes	6 0
59. Operator re-treading new tires	4 0
60. Maker of air bags with extruded material	6 0
61. Maker of air bags (not otherwise classified)	13 0
62. Operator in charge of forcing machine	8 0
63. Operator in charge of forcing machine straining rubber	4 0
64. Operator in charge of textile cutting machine	6 0
65. Operator of electric cutting machine (other than cutter in the waterproof) or operator cutting textile by hand ..	4 0
66. Operator engaged in the individual making of surgical mechanical and/or sporting goods who designs, lays out, cuts to shape and/or builds up, and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	15 0
67. Operator engaged in the making of general surgical mechanical or sporting goods, including mandrel and/or drum built belts	6 0
68. First assistant on calender, 48 inches and over	10 6
69. First assistant on calender, under 48 inches	4 0
70. Operator in charge of calender, 72 inches and under	22 0
71. Operator in charge of calender, over 72 inches	27 0
72. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	11 0
73. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work:—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning or tying, table hand	6 0
74. Storeman in charge of moulds	2 0
75. Operator engaged on sand blasting in a properly enclosed cabinet	4 0
<i>Adult Females.</i>	
76. Adult female employee who individually fabricates complete shoes, goloshes and/or rubber boots, or who lasts up shoes and/or rubber boots	5 6
77. Adult female employee employed tiremaking and/or casemaking and/or individually fabricating motor and/or motor cycle and/or bicycle tires and/or tubes and/or mechanical surgical and/or sporting goods	4 6
78. Adult female employee employed on sewing machine	5 6
79. Adult female employee on machine used in the production of rubber goods and/or goods containing rubber and/or employed on part making any rubber goods and/or goods containing rubber (including rubber footwear)	3 0
80. Adult female employee employed on dipped goods	3 0
81. Adult female employee engaged cleaning, finishing, folding, packing, labelling, despatching and/or carton making and despatching	1 6
82. Adult female employee employed on wire or bead making	4 6
83. Adult female employees not specially provided for	Nil

(28) ADJUSTMENT OF NEEDS BASIC WAGE AND OF MINIMUM WAGE FOR ADULT FEMALES.—(a) Until the beginning of the first pay period to commence in May, 1940, the amounts of the basic wage and of the minimum wage for adult females shall be as prescribed in clause (27).

(b) During each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November, or a February, the amounts of the needs 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 'All Items' 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:—

- (i) The index number set to be applied to a place is that assigned thereto in Table "A" of clause (27) hereof.
- (ii) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (iii) The amounts assigned in the following table (or in any extension thereof) to the index number division comprising that number are to be ascertained.
- (iv) The basic wage and minimum wage for adult females shall be of those assigned amounts during such period of or near a quarter.

TABLE.

Index Number Divisions.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage for Adult Males.	Minimum Wage for Adult Females.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
797-808	3 5 0	} 0 6 0 }	3 11 0	1 18 0
809-820	3 6 0		3 12 0	1 18 6
821-833	3 7 0		3 13 0	1 19 0
834-845	3 8 0		3 14 0	1 19 6
846-858	3 9 0		3 15 0	2 0 0
859-870	3 10 0		3 16 0	2 0 6
871-882	3 11 0		3 17 0	2 1 0
883-895	3 12 0		3 18 0	2 1 6
896-907	3 13 0		3 19 0	2 2 0
908-919	3 14 0		4 0 0	2 2 6
920-932	3 15 0		4 1 0	2 3 0
933-944	3 16 0		4 2 0	2 3 6
945-956	3 17 0		4 3 0	2 4 0
957-969	3 18 0		4 4 0	2 4 6
970-981	3 19 0		4 5 0	2 5 0
982-993	4 0 0		4 6 0	2 5 6

Any extension of this table must be of the same construction as the table.

A. C. TINGATE, P.M., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 23rd January, 1940.



VICTORIA
GOVERNMENT GAZETTE.

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THURSDAY, FEBRUARY 15.

[1940

Factories and Shops Acts.

DETERMINATION OF THE OVENMAKERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; such portions of the City of Sandringham as are not included within 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.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 19th October, 1936, 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 moulders) wheresoever employed:—

(a) in the process, trade, or business of a maker of ovens, stoves, or ranges, or parts thereof;

(b) in the process, trade, or business of vitreous enamelling ovens, stoves, or ranges, or parts thereof—

has made the following Determination, namely:—

(1) That on 14th February, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

	Wages Per Week of 44 Hours.	
	Within the Metropolitan District and such Portions of the City of Sandringham as are not included within the said District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where this Determination Applies.
	<i>s. d.</i>	<i>s. d.</i>
Fitters making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—		
Up to 3 ft. 6 in. in width	93 0	90 0
Between 3 ft. 6 in. and 5 feet in width	96 0	93 0
Fitters making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods	106 0	103 0
Fitters mainly engaged on sheetmetal work and sheetmetal workers preparing material for assembling	98 0	95 0
Testers not engaged as fitters	87 0	84 0
Pattern and moulding box fitters and filers	98 0	95 0
Painters, brush	88 0	85 0
Painters, spray	91 0	88 0
Press operators	89 0	86 0
Other power machinists	86 0	83 0
Polishers and grinders	94 0	91 0
Stove blacksmiths	92 0	89 0
Electroplaters in charge	101 0	98 0
Electroplaters' assistants	90 0	87 0
Labourers delivering material to and taking finished articles from fitters	84 0	81 0
Stove blacksmiths' strikers	87 0	84 0
Labourers directly assisting workmen whose margins exceed 15s. per week	90 0	87 0
All others	81 0	78 0

(2)—continued.

PORCELAIN ENAMELLING SECTION.

	Wages Per Week of 44 Hours.	
	Within the Metropolitan District and such Portions of the City of Sandringham as are not included within the said District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell and the City of Warrnambool.	Other Parts of Victoria where this Determination Applies.
	<i>s. d.</i>	<i>s. d.</i>
Fusers	99 0	96 0
Mill hands and mixers	90 0	87 0
Sprayers	91 0	88 0
Shot and sand-blast dressers	96 0	93 0
Other dressers	91 0	88 0
Swillers, grippers, and brushers	87 0	84 0
Picklers	87 0	84 0
Racksmen	85 0	82 0
All others	81 0	78 0

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
(a) Junior Males—		
Under 16 years of age	17 0	18 3
16 and under 17 years of age	26 3	28 0
17 and under 18 years of age	46 6	49 6
18 and under 19 years of age	58 6	62 6
19 and under 21 years of age	70 9	75 3
Adult Females—		
If of less than twelve months' experience	50 3	53 6
Of twelve months' experience or more	57 0	60 6
Junior Females—		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 0
3rd year's experience	29 6	31 6
4th year's experience	37 0	39 6
5th year's experience	42 6	45 3
Thereafter until reaching 21 years	47 6	50 6

(4) SPECIAL RATES.—In addition to the wages prescribed in clauses 1 and 3 hereof, the following special rates and allowances shall be paid :—

- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 6s. per week extra; more than ten and not more than twenty employees, including apprentices, 12s. per week extra; more than twenty employees, including apprentices, 18s. per week extra.
- (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes rest after every two hours work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Dirty work, i.e., work which the foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (e) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (f) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

(5) HOURS OF EMPLOYMENT.—The ordinary hours of employment shall be 44 per week, to be worked (except as to shift workers) between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday. Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees, and also that the weekly hours may be worked in five days.

(6) OVERTIME.—(a) For all work done outside ordinary hours the rate of wage shall be time and a half for the first four hours and double time thereafter.

(b) In computing overtime, each day's work shall stand alone.
 (c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing by time at ordinary rates from the time from which he is to hold himself in readiness. Any custom now prevailing under which an employee is required to regularly hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) For all work done during meal hours and thereafter until a meal hour break is allowed time and a half rate shall be paid. An employee shall not be compelled to work for more than six hours without a break for meals.

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(h) Before starting overtime after working ordinary hours, a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours. An employee and his employer may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(i) An employee required to work overtime for more than two hours without being notified the day before that he will be required so to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if the work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal provided.

(j) Subject to the provisions of the second part of sub-clause (f) hereof an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him ordinary wage rates for the time occupied in reaching his home.

(7) **SHIFT WORK.**—For any afternoon shift $7\frac{1}{2}$ per cent. and for any night shift 10 per cent. more than ordinary rates shall be paid. Shifts which do not continue for five successive nights shall be regarded as overtime.

(8) **HOLIDAYS AND SUNDAY WORK.**—(a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (or Labour Day), Anzac Day, and Christmas Day and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

(b) Employees shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty for at least eight hours. Provided that the employee shall not be paid for the time he is resting.

(8A) **ANNUAL HOLIDAYS.**—(a) Except as hereinafter provided employers shall in each year give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive, and shall pay full wages for ordinary working days included in that period. Piece-workers and bonus-workers receiving such holiday shall be paid time-work rates.

(b) Employees entitled to such holiday and entitled to work during that period shall be given a week's holiday on full pay at some other time during the year, or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

(c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising from slackening of work) for the three months immediately preceding the 25th day of each December. Any employee dismissed during the two weeks immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

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

(10) **TRAVELLING TIME, ALLOWANCE, AND BOARD.**—(a) All fares and reasonable travelling expenses—including the cost, it incurred, for meals—incurred by an employee during travelling shall be paid by the employer. The fares shall be first class on coastal boats, or on inter-State boats where there is no second class distinct from steerage. On trains where the employee has to travel all night, sleeping accommodation shall be provided where available.

(b) Time occupied in travelling during ordinary hours of employment shall be paid for at ordinary rates.

(c) If such employee has to be away from his home overnight he shall be allowed reasonable costs of board and lodging.

(d) When it is more convenient for the employee in the city or town in which his employer's factory is situated to go direct to the job from his home he shall do so, and start and cease work at the usual time customary at the shop. Provided that any extra expense incurred by him in travelling shall be borne by the employer.

(11) **CONTRACT OF EMPLOYMENT.**—(a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice) by payment of one week's wages.

A contract for weekly employment may be terminated by an employer without liability to pay for more than time actually worked, for misconduct, or for absence from work without reasonable excuse. If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence including Saturday in shops working six days per week and one-fifth in shops working five days per week; provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring the total amount of the rates prescribed in clauses 1 and 3 hereof shall be increased by 5s. per week, but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four hours' consecutive work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

(12) **PAYMENT OF WAGES.**—(a) Wages shall be paid weekly. Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

(b) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time of ceasing work shall be paid at overtime rates after that quarter of an hour with a minimum of a quarter of an hour.

(13) **TIME AND WAGES BOOK.**—Each employer shall keep a time and wages book showing the name of each employee and his occupation, and the hours worked each day and the wages and allowances paid each week.

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

(14) **PAYMENT BY RESULTS.**—Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rates.

(15) **MISCELLANEOUS.**—(a) *Tools.*—The employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination, and for sheet metalworkers, snips used in the cutting of stainless steel, monel metal, and similar hard metals. The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) Suitable mica or other goggles for emery-wheel operators shall be provided by the employer.

(c) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools and/or punch and shearing machines.

(d) Employers shall provide proper washing and sanitary conveniences for the use of their employees.

(16) **DEFINITIONS.**—(a) "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of an employee, or a place where water accumulates under foot to a depth exceeding 2 inches.

(b) "Confined space" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

(17) **MIXED FUNCTIONS.**—An employee engaged on any day in different grades of work shall be paid at the rates prescribed for the time actually worked in each grade.

(18) **EXTRA RATES NOT CUMULATIVE.**—Extra rates prescribed in this Determination are not cumulative so as to exceed the maximum of double the ordinary rates.

D. GRANT, Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 30th January, 1940.



VICTORIA GOVERNMENT GAZETTE.

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No. 27]

THURSDAY, FEBRUARY 15.

[1940

Factories and Shops Acts.

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said district; the Cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the Town of Newtown and Chilwell; and the Boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the twenty-third day of July, 1934, 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—

- (a) the process, trade, or business of a maker of—
 - (i) agricultural machinery or implements;
 - (ii) parts of agricultural machinery or implements;
 - (iii) bag-filling machinery, bone-crushers, buttermaking machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills; or
 - (iv) garden tools or implements or parts thereof;
- (b) assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) or similar to those mentioned in paragraph (a)."

has made the following Determination, namely:—

1. That on the 14th February, 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.	£ s. d.
	Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other parts of Victoria where this Determination applies.
Pattern fitters and finishers	4 19 0	4 16 0
Plough fitters	4 14 0	4 11 0
Assemblers	4 8 6	4 5 6
Assemblers (after two years' experience)	4 12 0	4 9 0
Windmill erectors	4 16 0	4 13 0
Windmill makers other than fitters	4 15 0	4 12 0
Wheel rimmers	4 16 0	4 13 0
Furnacemen on small rivet heating or bolt heating	4 9 0	4 6 0
Furnacemen's assistants	4 7 0	4 4 0
Dressers and fettlers	4 9 0	4 6 0
Grinders and emery-wheel attendants	4 9 0	4 6 0
Grinders (using portable machine)	4 11 0	4 8 0
Heaters	4 7 0	4 4 0
Picklers	4 4 0	4 1 0
Hammer drivers	4 9 0	4 6 0
Wire weavers	4 7 0	4 4 0
Painters (brush hand)	4 7 0	4 4 0
Spray painters	4 11 0	4 8 0
Paint dippers and mixers	4 4 0	4 1 0
Writers and liners	4 16 0	4 13 0
Wire drawers	4 7 0	4 4 0
Chippers	4 7 0	4 4 0
Sand and shot blast dressers	4 11 0	4 8 0
Dismantlers	4 7 0	4 4 0
Checkers	4 9 0	4 6 0
Inspectors	4 9 0	4 6 0
Storemen and packers	4 4 6	4 1 6
Process workers	4 7 0	4 4 0
Patternmakers	5 17 0	5 14 0
All others	4 1 0	3 18 0
<i>Machinists.</i>		
1st class	5 8 0	5 5 0
2nd class	4 19 0	4 16 0
3rd class	4 13 0	4 10 0
Drillers	4 9 0	4 6 0
Die setters and machine setters	4 11 0	4 8 0
Machinists coming within the definition of process workers	4 7 0	4 4 0

	Wages per Week of 44 Hours.	
	Within the Metropolitan District and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said District; the Cities of Geelong, Geelong West and the Town of Newtown and Chilwell, and the City of Warrnambool.	Other parts of Victoria where this Determination applies.
	£ s. d.	£ s. d.
Welders.		
1st class	5 11 0	5 8 0
2nd class	4 13 0	4 10 0
3rd class	4 9 0	4 6 0
Tack welders	4 11 0	4 8 0
Sheet Metal Workers.		
1st class bench hand	5 6 0	5 3 0
2nd class bench hand	4 19 0	4 16 0
Wood Mill Section.		
Saw doctors	5 11 0	5 8 0
Casemakers	4 13 0	4 10 0
Shaper machinists (wood)	5 2 0	4 19 0
Turners	5 2 0	4 19 0
Moulding machinists (where the machinists set up their machines and grind their knives or cutters)	4 19 0	4 16 0
Moulder machinists (where the machinists set up their machines only)	4 13 0	4 10 0
Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	4 16 0	4 13 0
Buzzer machinists (only operating or feeding machines)	4 7 0	4 4 0
Thickener machinists	4 7 0	4 4 0
Tenoning machinists (only operating or feeding machines)	4 7 0	4 4 0
Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	4 16 0	4 13 0
Boring and drilling machinists	4 7 0	4 4 0
Bending machinists	4 11 0	4 8 0
Morticing machinists	4 7 0	4 4 0
Sanding machinists	4 11 0	4 8 0
Timber markers	4 7 0	4 4 0
Pulling-out machinists	4 7 0	4 4 0
Band sawyers	4 13 0	4 10 0
Circular sawyers	4 11 0	4 8 0
Crosscut sawyers	4 7 0	4 4 0
Casemaking sawyers	4 7 0	4 4 0
Stackers	4 7 0	4 4 0

3. UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.	Hourly Hiring
	s. d.	s. d.
Junior Males.		
In blacksmithing, bulldozing, and work associated therewith: furnace work and heating—		
Under 16 years of age	17 0	18 3
16 and under 17 years of age	26 3	27 11
17 and under 18 years of age	46 6	49 6
18 and under 19 years of age	58 9	62 6
19 and under 21 years of age	70 9	75 3
In all occupations except blacksmithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	23 6	25 0
3rd year's experience	32 3	34 4
4th year's experience	43 6	46 4
5th year's experience	55 6	59 1
6th year's experience	68 6	72 11

	Weekly Hiring.	Hourly Hiring
	s. d.	s. d.
Adult Females.		
If of less than twelve months' experience	50 3	53 5
If of twelve months' experience or more	57 0	60 7
Junior Females.		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	29 6	31 5
4th year's experience	37 0	39 5
5th year's experience	42 6	45 3
Thereafter until reaching the age of 21 years	47 6	50 6

HOURS OF EMPLOYMENT.

(4) The ordinary hours of employment shall be 44 per week, to be worked, except as to shift workers, between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees, and also that the weekly hours may be worked in five days.

SHIFT WORK.

(5) For any afternoon or night shift which has been in operation for five nights consecutively and for less than one month 10 per cent. more than ordinary rates shall be paid, and after such shifts have continued for more than one month 5 per cent. more than the ordinary rates shall be paid. Shifts which do not continue for five consecutive nights shall be regarded as overtime.

OVERTIME.

(6) (a) For all work done outside ordinary hours the rate of wage shall be time and a half for the first four hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing by time at ordinary rates from the time from which he is to hold himself in readiness. But any custom now prevailing under which an employee is required to regularly hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) For all work done during meal hours and thereafter until a meal hour break is allowed time and a half rate shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(h) Before starting overtime after working ordinary hours, a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours. An employee and his employer may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(i) An employee being required to work overtime for more than two hours without being notified the day before that he will be required so to work shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees who live in the same locality as their workshop, and who can reasonably return home for meals.

If an employee, pursuant to notice, has provided a meal or meals, and is not required to work overtime, he shall be paid for each meal so provided.

(j) Subject to the provisions of the second part of sub-clause (f) of this clause, an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good breakdowns of plant, or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance, or pay him ordinary wage rates for the time occupied in reaching his home.

MIXED FUNCTIONS.

(7) An employee engaged on any day on different grades of work shall be paid at the rates prescribed for time actually worked in each grade.

HOLIDAYS AND SUNDAY WORK.

(8) (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Foundation or Anniversary Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (or Labour Day), Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

By an agreement between an employer and his employees other holidays may be substituted for the said days, or any of them, as to such employer's undertaking.

(b) Employees shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty at least eight hours. Provided that the employee shall not be paid for the time he is resting.

Provided further that employees engaged in repairs or renewals of their employer's plant and machinery necessary for resumption of work the next following working day (not including the installation of new machinery) shall on Sundays or holidays be paid at the rate of time and a half.

PIECEWORK RATES.

(9) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their prescribed hourly or weekly rates.

EXTRA RATES NOT CUMULATIVE.

(10) Extra rates prescribed in this determination are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

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

(b) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter of an hour, with a minimum of a quarter of an hour.

CONTRACT OF EMPLOYMENT.

(12) (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day, or (if the employer terminate it without such notice) by payment of one week's wages.

A contract for weekly employment may be terminated by an employer, without liability to pay for more than time actually worked, for misconduct, or absence from work without reasonable excuse. If any employee engaged by the week absents himself from duty, except on public holidays, or for days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e. one-sixth of the weekly wage for each day of absence, including Saturdays, in shops working six days, and one-fifth in shops working five days per week. Provided that only time actually lost shall be deducted when an employee is absent, with leave, on a Saturday.

(b) If the contract for employment is for hourly hiring, the total amount of the rates prescribed in clause 2 hereof shall be increased by 5s. per week, but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work, or to four hours' pay for the job; such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

MISCELLANEOUS PROVISIONS.

(13) (a) *Tools*.—The employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination, and for sheet metal workers snips used in the cutting of stainless steel, Monel metal, and similar hard metal. The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) (1) Suitable asbestos sheet and coloured glasses or suitable hoods shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

(2) Suitable leather or canvas gloves shall be provided by employers for the operators of pneumatic tools and/or punch and shearing machines.

(c) Patternmakers, at the conclusion of their employment, shall be allowed one hour for grinding tools.

(d) Employers shall provide proper washing and sanitary conveniences.

TIME AND WAGES BOOK.

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

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

SPECIAL RATES.

(15) In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

(a) Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty, 12s. per week extra; more than twenty, 18s. per week extra.

(b) Except where dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job shall, to the extent of 6s., be reimbursed by his employer any expense incurred in the carting of tools.

(c) Where more than one of the disabilities entitling a workman to extra rates exists on the same job the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

DEFINITIONS.

(16) For the purposes of this determination the following definitions shall apply:—

(a) "Manufacture and/or Manufacturing" means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with machinery and mechanical apparatus.

(b) "Assembler" means any adult person employed in putting together parts of any agricultural machinery covered by this determination which have been previously fitted. The removal of burrs or rags shall not be deemed to be fitting.

(c) "Process Worker" means an employee engaged on—

(i) Repetition work in manufacture on any automatic, semi-automatic, or single-purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set up by the operator); or

(ii) The assembling of parts of mechanical appliances or other metallic articles so made, in which no fitting or adjustment calling for the use of tools other than hammers, screw-drivers, spanners, and files necessary for the removal of burrs is required; or

(iii) Any specialized manufacturing process not requiring the use of hand tools (except hammers, screw-drivers, spanners).

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

(e) "Sunday" means all time between midnight Saturday and midnight Sunday.

(f) "Patternmaker" means a tradesman engaged in the making of patterns in wood.

(g) "First class machinist" means a tradesman who is partly or wholly engaged in setting up or operating the following machines:—Lathe, boring machine, milling machine, planing machine (metal), shaping machine (metal), slotting machine, and grinding machine.

(h) "Second class machinist" means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings and prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of first class machinist, or who is engaged operating a key-seating machine.

(i) "Third class machinist" means a machinist, not being a process worker, who operates any machine set up by a tradesman, or any machine the setting up of which does not require the knowledge or skill of a second class machinist.

(j) "First class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welders, and includes re-welding by hand processes.

(k) "Second class welder" means an adult employee not required to do first class welding but engaged in filling castings, or in manufacturing sheet metal goods, or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

(l) "Third class welder" means an adult employee using electric spot or butt welding machine or cutting scrap with oxy-acetylene blowpipe.

(m) "Sheet metal—First class bench hand" means an adult workman working to scaled prints or drawings or applying general trade knowledge or experience to the making of completed articles and/or the erection and installation thereof.

(n) "Sheet metal—second class bench hand" means an adult workman working at the bench in the making and/or repairing of completed articles not calling for the use of prints or drawings or measurements.

(o) "Plough fitter" means an employee engaged in fitting harrows, scarifiers, drag harrows, disk ploughs, mould board ploughs, disk cultivators, rollers, or stump extractors.

PERIODICAL ADJUSTMENT OF WAGES.

(17) The wages rates set out in clause (2) are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The wages of females and juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded, and shall accord with the rates payable from time to time under the appropriate award of the Commonwealth Court of Conciliation and Arbitration.

The basic wage rates shown hereunder shall be adjusted as prescribed in Clause 18.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	3 15 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(18) (a) Until the beginning of the first pay period to commence in May, 1940, the amounts of the basic wage shall be as prescribed in clause 17.

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November or a February, the amounts 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 to a place is that assigned thereto in clause 17.
- (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 during such successive period.

Table.

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

Any extension of this table must be of the same construction as the table.

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 30th January, 1940.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, FEBRUARY 15.

[1940

Factories and Shops Acts.

DETERMINATION OF THE COUNTRY AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination applies to the whole of the State OUTSIDE AND EXCEPTING the following parts of Victoria namely :—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder; the cities of Ballarat Bendigo, Geelong, Geelong West, Sandringham, and Warrnambool; the town of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; and such portion of the shire of Braybrook as is NOT included in the Metropolitan District

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 23rd July, 1934, 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—

- (1) The process, trade, or business of a maker of—
 - (a) agricultural machinery or implements;
 - (b) parts of agricultural machinery or implements;
 - (c) bag-filling machinery, bone-crushers, butter-making machinery, chaffcutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills; or
 - (d) garden tools or implements or parts thereof.
- (2) Assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those mentioned in paragraph (1)"—

as made the following Determination, namely :—

(1) That on the 14th February, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)	*Wages per Week of 44 Hours.			*Wages per Week of 44 Hours.	
	£	s. d.		£	s. d.
Implement smiths	4	18 0	1st class	5	5 0
Bulldozers	4	10 0	2nd class	4	16 0
Blacksmiths' strikers	4	4 0	3rd class	4	10 0
Blacksmiths' strikers (on double fires)	4	6 0	Drillers	4	6 0
Carpenters engaged on agricultural implement making (including tool allowance)	4	18 0	Die setters and machine setters	4	8 0
Agricultural implement fitters and comb fitters	4	13 0	Machinists coming within the definition of process workers	4	4 0
Agricultural implement fitters and comb fitters (after two years' experience)	4	16 0			
Pattern fitters and finishers	4	16 0	Welders.		
Plough fitters	4	11 0	1st class	5	8 0
Assemblers	4	5 6	2nd class	4	10 0
Assemblers (after two years' experience)	4	9 0	3rd class	4	6 0
Windmill erectors	4	13 0	Tack welders	4	8 0
Windmill makers other than fitters	4	12 0	Sheet Metal Workers.		
Wheel rimmers	4	13 0	1st class bench hand	5	3 0
Furnacemen on small rivet heating or bolt heating	4	6 0	2nd class bench hand	4	16 0
Furnacemen's assistants	4	4 0			
Dressers and fettlers	4	6 0	Wood Mill Section.		
Grinders and emery-wheel attendants	4	6 0	Saw doctors	5	8 0
Grinders (using portable machine)	4	8 0	Casemakers	4	10 0
Heaters	4	4 0	Shaper machinists (wood)	4	19 0
Picklers	4	1 0	Turners	4	19 0
Hammer drivers	4	6 0	Moulding machinists (where the machinists set up their machines and grind their knives or cutters)	4	16 0
Wire weavers	4	4 0	Moulder machinists (where the machinists set up their machines only)	4	10 0
Painters (brush hand)	4	4 0	Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	4	13 0
Spray painters	4	8 0	Buzzer machinists (only operating or feeding machines)	4	4 0
Paint dippers and mixers	4	1 0	Thickneser machinists	4	4 0
Writers and liners	4	13 0	Tenoning machinists (only operating or feeding machines)	4	4 0
Wire drawers	4	4 0	Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	4	13 0
Chippers	4	4 0	Boring and drilling machinists	4	4 0
Sand and shot blast dressers	4	8 0	Bending machinists	4	8 0
Dismantlers	4	4 0	Mortising machinists	4	4 0
Checkers	4	6 0	Sanding machinists	4	8 0
Inspectors	4	6 0	Timber markers	4	4 0
Storemen and packers	4	1 6	Pulling-out machinists	4	4 0
Process workers	4	4 0	Band sawyers	4	10 0
Patternmakers	5	14 0	Circular sawyers	4	8 0
All others	3	18 0	Crosscut sawyers	4	4 0
			Casemaking sawyers	4	4 0
			Stackers	4	4 0

* HOURLY HIRING.—For conditions regarding hourly hiring see clause 12 (b).

(3) UNAPPRENTICED MALE JUNIORS AND FEMALES.

	Weekly Hiring.	Hourly Hiring.
<i>Junior Males.</i>		
In blacksmithing, bulldozing, and work associated therewith: furnace work and heating—	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	17 0	18 3
16 and under 17 years of age ..	26 3	27 11
17 and under 18 years of age ..	46 6	49 6
18 and under 19 years of age ..	58 9	62 6
19 and under 21 years of age ..	70 9	75 3
In all occupations except blacksmithing, bulldozing, and work associated therewith—		
1st year's experience ..	15 6	16 8
2nd year's experience ..	23 6	25 0
3rd year's experience ..	32 3	34 4
4th year's experience ..	43 6	46 4
5th year's experience ..	55 6	59 1
6th year's experience ..	68 6	72 11
<i>Adult Females.</i>		
If of less than twelve months' experience ..	50 3	53 5
If of twelve months' experience or more ..	57 0	60 7
<i>Junior Females.</i>		
1st year's experience ..	14 0	15 0
2nd year's experience ..	18 9	20 1
3rd year's experience ..	29 6	31 5
4th year's experience ..	37 0	39 5
5th year's experience ..	42 6	45 3
Thereafter until reaching the age of 21 years ..	47 6	50 6

HOUS OF EMPLOYMENT.

(4) The ordinary hours of employment shall be 44 per week, to be worked, except as to shift workers, between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees, and also that the weekly hours may be worked in five days.

SHIFT WORK.

(5) For any afternoon or night shift which has been in operation for five nights consecutively and for less than one month 10 per cent. more than ordinary rates shall be paid, and after such shifts have continued for more than one month 5 per cent. more than the ordinary rates shall be paid. Shifts which do not continue for five consecutive nights shall be regarded as overtime.

OVERTIME.

(6) (a) For all work done outside ordinary hours the rate of wage shall be time and a half for the first four hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing by time at ordinary rates from the time from which he is to hold himself in readiness. But any custom now prevailing under which an employee is required to regularly hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) For all work done during meal hours and thereafter until a meal hour break is allowed time and a half rate shall be paid. An employee shall not be compelled to work for more than 6 hours without a break for a meal.

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(h) Before starting overtime after working ordinary hours, a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours. An employee and his employer may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(i) An employee being required to work overtime for more than two hours without being notified the day before that he will be required so to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees who live in the same locality as their workshop, and who can reasonably return home for meals.

If an employee, pursuant to notice, has provided a meal or meals, and is not required to work overtime, he shall be paid for each meal so provided.

(j) Subject to the provisions of the second part of sub-clause (f) of this clause, an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good break downs of plant, or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance, or pay him ordinary wage rates for the time occupied in reaching his home.

MIXED FUNCTIONS.

(7) An employee engaged on any day on different grades of work shall be paid at the rates prescribed for time actually worked in each grade.

HOLIDAYS AND SUNDAY WORK.

(8) (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Foundation or Anniversary Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (or Labour Day), Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

By an agreement between an employer and his employees other holidays may be substituted for the said days, or any of them, as to such employer's undertaking.

(b) Employees shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty at least eight hours. Provided that the employee shall not be paid for the time he is resting.

Provided further that employees engaged in repairs or renewals of their employer's plant and machinery necessary for resumption of work the next following working day (not including the installation of new machinery) shall on Sundays or holidays be paid at the rate of time and a half.

PIECEWORK RATES.

(9) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their prescribed hourly or weekly rates.

EXTRA RATES NOT CUMULATIVE.

(10) Extra rates prescribed in this determination are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

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

(b) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter of an hour, with a minimum of a quarter of an hour.

CONTRACT OF EMPLOYMENT.

(12) (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day, or (if the employer terminate it without such notice) by payment of one week's wages.

A contract for weekly employment may be terminated by an employer, without liability to pay for more than time actually worked, for misconduct, or absence from work without reasonable excuse. If any employee engaged by the week absents himself from duty, except on public holidays, or for days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year), a sum proportionate to his

time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturdays, in shops working six days, and one-fifth in shops working five days per week. Provided that only time actually lost shall be deducted when an employee is absent, with leave, on a Saturday.

(b) If the contract for employment is for hourly hiring, the total amount of the rates prescribed in clause 2 hereof shall be increased by 5s. per week, but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work, or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

MISCELLANEOUS PROVISIONS.

(13) (a) Tools.—The employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination, and for sheet metal workers snips used in the cutting of stainless steel, Monel metal, and similar hard metal. The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) (1) Suitable asbestos sheet and coloured glasses or suitable hoods shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

(2) Suitable leather or canvas gloves shall be provided by employers for the operators of pneumatic tools and/or punch and shearing machines.

(c) Patternmakers, at the conclusion of their employment, shall be allowed one hour for grinding tools.

(d) Employers shall provide proper washing and sanitary conveniences.

TIME AND WAGES BOOK.

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

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

SPECIAL RATES.

(15) In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

(a) Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty, 12s. per week extra; more than twenty, 18s. per week extra.

(b) Except where dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job, shall, to the extent of 6s. be reimbursed by his employer any expense incurred in the carting of tools.

(c) Where more than one of the disabilities entitling a workman to extra rates exists on the same job the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

DEFINITIONS.

(16) For the purposes of this determination the following definitions shall apply:—

(a) "Manufacture and/or Manufacturing" means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with machinery and mechanical apparatus.

(b) "Assembler" means any adult person employed in putting together parts of any agricultural machinery covered by this determination which have been previously fitted. The removal of burrs or rags shall not be deemed to be fitting.

(c) "Process Worker" means an employee engaged on—

(i) Repetition work in manufacture on any automatic, semi-automatic or single-purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set up by the operator); or

(ii) The assembling of parts of mechanical appliances or other metallic articles so made, in which no fitting or adjustment calling for the use of tools other than hammers, screw drivers, spanners, and files necessary for the removal of burrs is required, or

(iii) Any specialized manufacturing process not requiring the use of hand tools (except hammers, screw drivers, spanners).

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

(e) "Sunday" means all time between midnight Saturday and midnight Sunday.

(f) "Patternmaker" means a tradesman engaged in the making of patterns in wood.

(g) "First class machinist" means a tradesman who is partly or wholly engaged in setting up or operating the following machines:—Lathe, boring machine, milling machine, planing machine (metal), shaping machine (metal), slotting machine, and grinding machine.

(h) "Second class machinist" means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings and prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of first class machinist, or who is engaged operating a key-seating machine.

"Third class machinist" means a machinist, not being a process worker, who operates any machine set up by a tradesman, or any machine the setting up of which does not require the knowledge or skill of a second class machinist.

(i) "First class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welders, and includes re-welding by hand processes.

(j) "Second class welder" means an adult employee not required to do first class welding but engaged in filling castings, or in manufacturing sheet metal goods, or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

(k) "Third class welder" means an adult employee using electric spot or butt welding machine or cutting scrap with oxy-acetylene blowpipe.

(l) "Sheet metal—First class bench hand" means an adult workman working to scaled prints or drawings or applying general trade knowledge or experience to the making of completed articles and/or the erection and installation thereof.

(m) "Sheet metal—second class bench hand" means an adult workman working at the bench in the making and/or repairing of completed articles not calling for the use of prints or drawings or measurements.

(n) "Plough fitter" means an employee engaged in fitting harrows, scarifiers, drag harrows, disc ploughs, mould board ploughs, disc cultivators, rollers, or stump extractors.

PERIODICAL ADJUSTMENT OF WAGES.

(17) The wages rates set out in clause (2) are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The wages of females and juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded, and shall accord with the rates payable from time to time under the appropriate award of the Commonwealth Court of Conciliation and Arbitration.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause 18.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 3 15 0 (less 3s.)	Melbourne

ADJUSTMENT OF BASIC WAGE.

Table.

(18) (a) Until the beginning of the first pay period to commence in May, 1940, the amounts of the basic wage shall be as prescribed in clause 17.

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amounts 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 to a place is that assigned thereto in clause 17.
- (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 during such successive period.

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

(less 3s.)

Any extension of this table must be of the same construction as the table.

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 30th January, 1940.



VICTORIA
GOVERNMENT GAZETTE.

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No. 29]

THURSDAY, FEBRUARY 15.

[1940

Factories and Shops Acts.

DETERMINATION OF THE BOILERMAKERS BOARD.

NORZ.—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 now has power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

- (a) Boilermaking ;
(b) Iron or steel working in connexion with—
(1) Ship or bridge building,
(2) Girder, tank, wagon, or truck making,
(3) Wrought iron or steel pipe making,
(4) Structural iron or steel work"—

has made the following Determination, namely :—

(1) That on the 14th February, 1940, the adjusted Determination which came into force from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.					Juvenile Workers, i.e., Persons under 21 Years of Age (other than Apprentices or Improvers).			
Wages per Week of 44 Hours.					Wages per Week of 44 Hours.			
							Weekly Hiring.	Hourly Hiring.
							s. d.	s. d.
					Employed in—			
					(a) All operations in "manufacturing" as defined in this Determination—			
					1st year's experience			
					2nd " "			
					3rd " "			
					4th " "			
					5th " "			
					6th " "			
					7th " "			
					(b) All occupations other than "manufacturing" as defined, at heating rivets, assisting apprentices or improvers, or labouring—			
					Under 16 years of age			
					16 years of age			
					17 " "			
					18 " "			
					19 and 20 years of age			
					21 " "			
					22 " "			
					23 " "			
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(3)

Other Employees.	Day Shift.		
	Wages per Week of 44 Hours.		
	Within a Radius of 20 Miles of G.P.O. Melbourne; Mildura and Gippsland Districts; and within a Radius of 10 Miles of Geelong or Warrnambool Post Offices.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Tradesmen engaged in window-frame making	5 11 0	5 17 6	5 8 0
Assembler (not coming within definition of tradesman) engaged in window-frame making	4 19 0	5 5 6	4 16 0
Machinist—engaged in window-frame making—			
First class	5 11 0	5 17 6	4 8 0
Second class	5 1 0	5 7 0	4 18 0
Third class	4 15 0	5 1 6	4 12 0
Process worker engaged in window-frame making	4 9 0	4 15 6	4 6 0
Welder—			
First class (other than when using Cutler machine)	5 14 0	6 0 6	5 11 0
First class (using Cutler machine)	5 3 0	5 9 6	5 0 0
Second class	4 15 0	5 1 6	4 12 0
Third class	4 11 0	4 17 6	4 8 0
Tack welder	4 13 0	4 19 6	4 10 0
Tradesman employed in boilermaking, ship, bridge, and girder construction	5 11 0	5 17 6	5 8 0
Tradesman employed in boilermaking, ship, bridge, and girder construction, the greater part of whose time is occupied in marking off and/or template making	5 15 0	6 1 6	5 12 0
Boilersmiths and/or angle-iron smiths	5 14 0	6 0 6	5 11 0
Plate setters and frame benders	5 13 0	5 19 6	5 10 0
Drillers using portable machines in boilermaking and ship construction	5 8 0	5 14 6	5 5 0
Drillers using stationary machines in boilermaking and ship construction	4 11 0	4 17 6	4 8 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities	5 11 0	5 17 6	5 8 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities, the greater part of whose time is occupied in marking off and/or template making	5 15 0	6 1 6	5 12 0
Machinist—			
First class, employed on standardized frame buildings made in quantities	4 17 0	5 3 6	4 14 0
Second class, employed on standardized frame buildings made in quantities	4 11 0	4 17 6	4 8 0
Emery wheel attendant	4 12 0	4 18 6	4 9 0
Blacksmith's striker	4 10 0	4 16 6	4 7 0
Blacksmith's striker on double fires	4 12 0	4 18 6	4 9 0
Furnaceman	4 16 0	5 2 6	4 13 0
Attendants on small rivet heating or bolt beating or similar types of fires	4 12 0	4 18 6	4 9 0
Holder up	4 12 0	4 18 6	4 9 0
Benders of iron and steel frames used for reinforcing concrete	4 12 0	4 18 6	4 9 0
Painters of ironwork other than ship painters (brush)	4 10 0	4 16 6	4 7 0
Painters of ironwork using spray	4 11 0	4 17 6	4 8 0
Friction saw operators	4 10 0	4 16 6	4 7 0
Cold saw operators	4 12 0	4 18 6	4 9 0
Dogman	4 12 0	4 18 6	4 9 0
Riggers and splicers except on ships and buildings	4 12 0	4 18 6	4 9 0
Riggers and splicers on ships and buildings	4 16 0	5 2 6	4 13 0
Cleaners and chippers (inside of boilers)	4 16 0	5 2 6	4 13 0
Workmen engaged directly assisting tradesmen, machinists, and welders	4 10 0	4 16 6	4 7 0
Labourers	4 1 0	4 7 6	3 18 0
Steel pipe making section—			
Pipe builders	4 13 6	4 19 6	4 10 0
Machine operators (in charge of machines)	4 13 6	4 19 6	4 10 0
Faucet maker in charge of furnace	4 16 0	5 2 6	4 13 0
Man assisting furnace faucet maker	4 9 0	4 15 6	4 6 0
Man in charge of ring-making machine	4 13 0	4 19 6	4 10 0
Man assisting at ring-making machine	4 9 0	4 15 6	4 6 0
Man on tar dip and sand rolling	4 9 0	4 15 6	4 6 0

Leading hands—

- In charge of not less than three and not more than ten employees, 6s. per week extra.
- In charge of more than ten employees and not more than twenty employees, 12s. per week extra.
- In charge of more than twenty employees, 18s. per week extra.

NOTE.—If the employment is for hourly hiring, the rates prescribed in clause (3) shall be increased 5s. per week (see clause 12 (b)).

(4) OTHER SHIFTS.—The following percentages shall be added to the rates fixed for the day shift for persons employed on any of the following shifts:—

Afternoon or night shift—

- During first month's employment on such shift 10 per cent.
- Thereafter 7½ per cent.
- Shift workers in continuous process employed on a shift other than a day shift 5 per cent.
- Shift workers on ship repairs work, not less than three consecutive nights Time and a quarter.

(5) ALLOWANCES—

Persons working—

- (a) for more than one hour in the shade where the artificial temperature is between 115° and 130° Fahr.; 1½d. per hour extra;

- (b) for more than one hour in the shade where the artificial temperature exceeds 130° Fahr., 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130° Fahr., employees shall be entitled to twenty minutes rest after every two hours without deduction of pay;
- (c) for more than one hour where the artificial temperature is below zero, 1½d. per hour extra. Where work continues for more than two hours in temperatures below zero, employees shall be entitled to a rest period of twenty minutes every two hours without deduction of pay.

All employees working in wet places, 1½d. per hour extra.

All employees working in confined spaces, 3d. per hour extra.

Boilermakers and their assistants and drillers engaged in the erection of steel frame buildings, bridges, and gasometers at a height of 50 feet or more above the nearest horizontal plane shall be paid 6s. per week extra.

All employees working in ships' bilges or in boiling-down works, lead works, sanitary works, or slaughter-yards shall be paid 1d. per hour extra.

Employees working on repairs to smoke-boxes or fire-boxes of locomotives, or on repairs to the smoke-box, uptake funnel flue, furnace or combustion chamber of marine type boilers, or on repairs to smoke-boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.

Employees working on repairs in oil tanks or meat digesters, 1½d. per hour extra.

Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

Tradesmen employed in large operating power houses, i.e., power houses developing more than 8,000 kilowatts, other than tradesmen not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra; such amount shall be deemed to include the special rate for leading hands.

Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

Shift-workers working eight hours per shift without any break for meals on six days in each week shall be deemed to work 44 hours per week, provided that they are given one fortnight's holiday in each year on full pay as compensation for working on Saturday afternoons, holidays, or Sunday shifts, provided that any shift worker ceasing to be employed on shift by the employer concerned before the completion of any year shall be paid one day's pay for each month or part of a month's service in lieu of the fortnight's holiday herein prescribed.

Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest, for disabilities so prevailing.

(6) **SHIFTS.—That—**

(a) The hour of beginning and the hour of ending each shift shall be between—

	Where one Shift is worked.	
	Time of Beginning.	Time of Ending.
Monday to Friday (day shift)	7 a.m.	5.30 p.m.
Saturday (day shift)	7 a.m.	12 noon
	Where two Shifts are worked.	
Monday to Saturday (day shift)	7 a.m.	3 p.m.
Monday to Saturday (afternoon shift)	3 p.m.	11 p.m.
	Where three Shifts are worked.	
Monday to Saturday (day shift)	7 a.m.	3 p.m.
Monday to Saturday (afternoon shift)	3 p.m.	11 p.m.
Monday to Saturday (night shift)	11 p.m.	7 a.m.

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 concerned, but in no case shall the total length of any shift be increased without payment for overtime.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee (other than a shift worker in a continuous process)—

- (1) before or after his shift;
- (2) in excess of 8 hours 48 minutes on Monday, Tuesday, Wednesday, Thursday, or Friday when 44 hours are worked during five days of the week;
- (3) in excess of eight hours on Monday, Tuesday, Wednesday, Thursday, or Friday, or four hours on Saturday when 44 hours are worked during six days of the week—

shall be time and a half for the first four hours, and double time thereafter until an employee has been relieved from work for at least eight hours, provided that no employee be entitled to payment for his rest period.

(c) The higher rate to be paid for each hour or fraction of an hour worked by a shift worker in a continuous process before or after his shift shall be at the rate of double time.

But this does not apply to cases of arrangement between employees themselves, or to 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 employee unrelieved shall be paid time and a half for all time on duty after he has finished his ordinary shift.

For all time of duty on Sundays or holidays, even if in due course of rotation of shifts, such an employee shall be paid at the rate of time and a half.

(7) **OVERTIME—**

- (a) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.
- (b) An employee occasionally required to hold himself in readiness to work after ordinary hours shall, until released, be paid standing time at ordinary rates from the time from which he is to so hold himself in readiness. But any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back shall continue.
- (c) Any employee (other than on shifts) who has worked up to or beyond midnight shall not be bound to continue work on the following day.
- (d) For work done during meal hours and thereafter until a meal hour break is allowed, time and a half rates shall be paid. No employee shall be compelled to work for more than six hours without a break for a meal.
- (e) An employee working overtime shall be allowed a cribtime of twenty minutes, without deduction of pay, after each four hours of work; but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.
- (f) Before starting overtime after working ordinary hours, a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than 1½ hours. Any employer and his employees may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

- (g) Any employee required to work overtime for more than two hours without being notified prior to the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour, 2s. 6d. for the two meals.

If an employee pursuant to notice has provided a meal or meals, and is not required to work overtime, he shall be paid for each meal so provided.

- (h) Any employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed to do so.
- (i) In computing overtime, each day's work shall stand alone.
- (j) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

(8) TRAVELLING TIME—

Persons employed on work away from the workshop shall receive :—

- (a) The fares necessarily expended in going to and fro.
- (b) For time occupied in travelling either during or outside the usual working hours, payment at rates fixed in Clause (3) up to a maximum of twelve hours out of every 24, except on Sundays, when time and a half shall be paid.
- (c) An employee engaged in Melbourne to work in the country, or sent from one country centre to work in another, shall be entitled to travelling time, and for a period not exceeding three months, to expenses.
- (d) On jobs of less than three months' duration, a camping allowance of 3s. per day, including Sundays, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable, and camping tents or other temporary shelters is necessary.
- (e) An employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop.
- (f) Any employee engaged for the erection of a job who has previously been engaged by the same employer in the fabrication of the job in a workshop shall be paid fares in excess of those incurred in travelling to and from the workshop.

(9) SUNDAYS AND HOLIDAYS.—For all time of duty on Sundays or holidays, employees not engaged in a continuous process shall be paid at double rates, except in the case of employees engaged in repairs to or renewals of their employer's plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to work installing new machinery. Holidays mentioned in this Determination shall include New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, 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.

(10) PIECE-WORK.—The Board determines, under the provisions of section 150 of the Factories and Shops Acts, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(11) DEFINITIONS—

- “Boilermaking and ship construction” means the fabrication, erection, and/or repairing of steel or iron ships, or of boilers or other vessels subject to greater pressure than the weight of their contents, bridges, girders, columns, principals (roof or otherwise) and trusses used in steel frame buildings (other than standardized frame buildings made in quantities), but does not include drilling by stationary machines.
- “Window-frame making” means the making in quantities of metal window frames, metal doors and grilles, and metal ornamentalations used in buildings.
- “Tradesman” means an adult employee who is required to develop work from scale drawings or prints, or to make templates, or to apply general trade experience, and includes riveting by hand or machine, caulking, chipping, and working rivet busters, and upon all machines used in connexion with boilermaking, as defined, other than drilling by stationary machines.
- “First class machinist” means an adult employee engaged solely in working one or more of the following machines :—
Bending rollers, gag straight liners (straightening machines), guillotines, shearing machines, hydraulic presses of over 200 tons pressure, portable drills, portable reamers and tappers.
- “Second class machinist” means an adult employee engaged solely in operation one or more of the following machines :—
Mangling, nipping and notching, roll straightening, punching, cropping, hydraulic presses of 200 tons pressure or under, stationary drills, stationary roammers and tappers, cold saw, friction saw, plate edge planers, and other machines.
- “First class welder” means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welder.
- “Second class welder” means an adult employee engaged in manufacturing of sheet metal goods or welding with the aid of jigs, or operating automatic welding machines for the setting up of which he is not responsible.
- “Third class welder” means an adult employee using electric spot or butt welding machine or cutting scrap with oxy-acetylene blowpipe.
- “Rigger and splicer” means an adult workman responsible for the erection of tackle and who, amongst other duties, is required to splice wire rope.
- “Manufacturing” means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with window-frames.
- “Process worker” means an employee engaged on repetition work on any automatic, semi-automatic or single purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator).
- “Wet place” means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place in which water accumulates under foot to a depth exceeding 2 inches.
- “Confined space” means a working space the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.
- “Continuous process” means a process in which work is carried on continuously, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.

(12) CONTRACT OF EMPLOYMENT—

- (a) With the exceptions hereafter stated, employment may be by the week or by the hour. If by the week, it shall be terminable on either side by one week's notice given on any day, or (if the employer terminates it without such notice) by payment of one week's wages. Except in establishments mainly engaged in shipbuilding or ship repairing, any employee (unless continuing on after working through the night) commencing a day's work at the usual starting time of the workshop shall be paid at least a day's wages; but any employer may engage an employee to start work at any time during the day, provided the work continues as overtime or is resumed the next day until a full day's pay is earned.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than actual time worked, for misconduct or for absence from work without reasonable excuse.

If an employee, engaged by the week, absents himself from duty, except on public holidays or on days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days of sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage, for each day of absence, including Saturday, in shops working six days, and one-fifth in shops working five days per week.

- (b) If the contract of employment is for hourly hiring, the rates prescribed in Clause (3) shall be increased five shillings per week (with a proportionate amount added to the rates fixed for weekly hiring of juvenile workers), but such amount shall not be taken into account in computing overtime, Sunday and holiday rates.
- (c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

(13) MISCELLANEOUS PROVISIONS—

- (a) Tools.—The employer shall provide for each employee all necessary tools. The employee shall replace or pay for any tools so provided if lost through negligence.
- (b) Suitable asbestos sheet and coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.
- (c) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools.
- (d) Hand riveting on rivets $\frac{3}{8}$ -in. diameter and upwards shall be performed double handed.
- (e) Tradesmen employed in boilermaking, ship construction, and steel construction, who, in the course of their work are called on to operate any machine shall be paid the tradesman's rate for all work done.

(14) EXTRA RATES NOT CUMULATIVE.—Extra rates in this Determination prescribed, including rates prescribed in Clause (5), are not cumulative so as to exceed the maximum of double the ordinary rates.

(15) RIGHT OF ENTRY OF UNION OFFICIALS.—For the purpose of interviewing employees on legitimate union business, a duly accredited representative of the Federated Society of Boilermakers Iron Shipbuilders and Structural Iron and Steel Workers of Australia or of the Federated Iron Workers Association of Australia shall have the right to enter, during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed.

If any representative is unduly interfering with, or is creating disaffection amongst his employees, or is offensive in his methods, such employer may refuse the right of entry.

(16) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (3) are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The wages of apprentices or improvers in receipt of not less than 25s. per week, and of all other juniors in receipt of not less than 20s. per week shall be adjusted proportionately to adjustments of the basic wage.

Such adjustments shall be computed to the nearest 3d., half or less than half of 3d. to be disregarded, and shall accord with the rates payable from time to time under the appropriate award of the Commonwealth Court of Conciliation and Arbitration.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause 17.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Victoria— Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura, and Gippsland Districts Yallourn 6s. 6d. in excess of basic wage for Melbourne. Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.	3 15 0	Melbourne

(17) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amounts of the basic wage shall be as prescribed in clause 16.

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amounts 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 to a place is that assigned thereto in clause 16.
- (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 such successive period.

Table.

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

Any extension of this Table must be of the same construction as the Table.

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 30th January, 1940.

By Authority: T. RIDE, Government Printer, Melbourne.

