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[1940

Factories and Shops Acts.

DETERMINATION OF THE BOILERMAKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which 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 15th August, 1940, the Adjusted Determination, which came into force as from the beginning of the first pay period to commence in May, 1940, 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.	
1st year's experience	15 0	Employed in—		
2nd " " " " " " " " " " " "	21 6	(a) All operations in "manufacturing"		
3rd " " " " " " " " " " " "	37 6	as defined in this Determination—		
4th " " " " " " " " " " " "	61 0	1st year's experience ..	15 6	16 8
5th " " " " " " " " " " " "	76 6	2nd " " " " " " " " " " " "	24 6	26 0
PROPORTION.		3rd " " " " " " " " " " " "	33 6	35 7
<i>Apprentices.</i>		4th " " " " " " " " " " " "	45 3	48 1
One apprentice to every two or fraction of two workers receiving not less than 114s. per week of 44 hours.		5th " " " " " " " " " " " "	57 9	61 4
An indenture of apprenticeship prescribed by the Board was approved on 6th August, 1912.		6th " " " " " " " " " " " "	67 0	71 2
<i>Improvers.</i>		7th " " " " " " " " " " " "	71 3	75 8
One improver to the first four or fraction of four workers receiving not less than 93s. per week of 44 hours, and thereafter one improver to every additional four workers receiving not less than that wage.		(b) All occupations other than "manufacturing" as defined, at heating rivets, assisting apprentices or improvers, or labouring—		
		Under 16 years of age ..	17 0	18 3
		16 years of age ..	27 3	28 11
		17 " " " " " " " " " " " "	48 3	51 3
		18 " " " " " " " " " " " "	61 0	64 9
		18 and 20 years of age ..	73 6	78 0

(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 14 0	6 0 6	5 11 0
Assembler (not coming within definition of tradesman) engaged in window-frame making	5 2 0	5 8 6	4 19 0
Machinist—engaged in window-frame making—			
First class	5 14 0	6 0 6	4 11 0
Second class	5 4 0	5 10 0	5 1 0
Third class	4 18 0	5 4 6	4 15 0
Process worker engaged in window-frame making	4 12 0	4 18 6	4 9 0
Welder—			
First class (other than when using Cutler machine)	5 17 0	6 3 6	5 14 0
First class (using Cutler machine)	5 6 0	5 12 6	5 3 0
Second class	4 18 0	5 4 6	4 15 0
Third class	4 14 0	5 0 6	4 11 0
Tack welder	4 16 0	5 2 6	4 13 0
Tradesman employed in boilermaking, ship, bridge, and girder construction	5 14 0	6 0 6	5 11 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 18 0	6 4 6	5 15 0
Boilersmiths and/or angle-iron smiths	5 17 0	6 3 6	5 14 0
Plate setters and frame benders	5 16 0	6 2 6	5 13 0
Drillers using portable machines in boilermaking and ship construction	5 11 0	5 17 6	5 8 0
Drillers using stationary machines in boilermaking and ship construction	4 14 0	5 0 6	4 11 0
Tradesman employed on steel construction and/or standardized frame buildings made in quantities	5 14 0	6 0 6	5 11 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 18 0	6 4 6	5 15 0
Machinist—			
First class, employed on standardized frame buildings made in quantities	5 0 0	5 6 6	4 17 0
Second class, employed on standardized frame buildings made in quantities	4 14 0	5 0 6	4 11 0
Emery wheel attendant	4 15 0	5 1 6	4 12 0
Blacksmith's striker	4 13 0	4 19 6	4 10 0
Blacksmith's striker on double fires	4 15 0	5 1 6	4 12 0
Furnaceman	4 19 0	5 5 6	4 16 0
Attendants on small rivet heating or bolt beating or similar types of fires	4 15 0	5 1 6	4 12 0
Holder up	4 15 0	5 1 6	4 12 0
Benders of iron and steel frames used for reinforcing concrete	4 15 0	5 1 6	4 12 0
Painters of ironwork other than ship painters (brush)	4 13 0	4 10 6	4 10 0
Painters of ironwork using spray	4 14 0	5 0 6	4 11 0
Friction saw operators	4 13 0	4 19 6	4 10 0
Cold saw operators	4 15 0	5 1 6	4 12 0
Dogman	4 15 0	5 1 6	4 12 0
Riggers and splicers except on ships and buildings	4 15 0	5 1 6	4 12 0
Riggers and splicers on ships and buildings	4 19 0	5 5 6	4 16 0
Cleaners and chippers (inside of boilers)	4 19 0	5 5 6	4 16 0
Workmen engaged directly assisting tradesmen, machinists, and welders	4 13 0	4 10 6	4 10 0
Labourers	4 4 0	4 10 6	4 1 0
Steel pipe making section—			
Pipe builders	4 16 6	5 2 6	4 13 0
Machine operators (in charge of machines)	4 16 6	5 2 6	4 13 0
Faucet maker in charge of furnace	4 19 0	5 5 6	4 16 0
Man assisting furnace faucet maker	4 12 0	4 18 6	4 9 0
Man in charge of ring-making machine	4 16 0	5 2 6	4 13 0
Man assisting at ring-making machine	4 12 0	4 18 6	4 9 0
Man on tar dip and sand rolling	4 12 0	4 18 6	4 9 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) *Continuous Work Shifts.*—For the purposes of this clause, the expression "Continuous Work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks (if any).

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

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

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

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

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

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

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

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

(i) Except as hereinafter provided for any afternoon or night shift which has been in operation for five nights or more and less than one month, 10 per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month 7½ per cent. more than ordinary rates shall be paid.

(j) On ship repair work shifts may be worked for not less than three successive nights at the rate of time and a quarter, but when five or more successive night shifts have been worked the rate shall be 10 per cent. more than ordinary rates, and after such shifts have continued for more than one month $7\frac{1}{2}$ per cent. more than ordinary rates.

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

(k) (i) Employees who, during a period of engagement, work only on night shifts shall be paid at the rate of time and a quarter.

(k) (ii) When employees are called on to work afternoon and night shifts only they shall change over week and week about, and shall be paid 10 per cent. above ordinary rates for both shifts.

When men work day and afternoon shifts only they shall change over week and week about, and shall be paid 10 per cent. extra for afternoon shifts.

(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 criptime 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 $1\frac{1}{4}$ 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) 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, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

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

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

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

(c) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(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 operating one or more of the following machines:—
Blangling, nipping and notching, roll straightening, punching, cropping, hydraulic presses of 200 tons pressure or under, stationary drills, stationary reamers 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.
- "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.
- "Ship repairs" means (a) all repair work done on ships, (b) all work other than the making of spare parts and stores done in a workshop used for ship repairs only, (c) work done in a workshop used for both ship repairing, general engineering metal moulding, steel construction, and other heavy metal fabrication on which employees are engaged both on the ship and in the workshop.
- "Sunday" means all time between midnight Saturday and midnight Sunday.

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

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

(14) 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 $\frac{1}{2}$ -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.
- (f) Employers shall provide proper washing and sanitary conveniences. In any workshop in which employees through a shop steward or committee ask for the provision of lockers and shower baths and an undertaking is given that the baths provided will be used by the majority of the workmen and that the baths and lockers will be properly cared for, a locker shall be installed by the employer for each workman, and hot and cold shower baths (away from lavatories) for all workmen employed in foundries.

(15) 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.

(16) 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, and shall be permitted to inspect the Time and Wages Book.

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.

(17) 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 (18).

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 18 0	Melbourne

(18) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in November, 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 November, a February, a May, or an August, 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 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, 31st July, 1940.