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[1940

No. 314.—10382/40.

(3) TIME OF BEGINNING AND ENDING WORK :—

Time of Beginning.	Time of Ending.
7.45 a.m. ..	5.30 p.m. on each of five days of the week.
7.45 a.m. ..	12.15 p.m. on the other working day of the week on which the half-holiday is usually observed.

(4) OVERTIME :—

For work done within the times of beginning and ending work in excess of 44 hours in any week ..	} Time and a third.
For work done between 12.15 p.m. and midnight on the day on which the half-holiday is usually observed ..	
For work done between 5.30 p.m. and midnight on the other working days ..	
For work done between midnight and 7.45 a.m. ..	Double time.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), Christmas Day, Boxing Day and King's Birthday, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(6) PAYMENT FOR HOLIDAYS.—Ordinary rates shall be paid, if not worked, for the days observed as :—Christmas Day, Boxing Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, and King's Birthday.

(7) ALLOWANCES.—Any employee engaged on work away from the workshop shall be—

- (a) conveyed to and from work free, or allowed the fares necessarily expended in going to and from ;
(b) paid the ordinary rate of wages for time occupied in travelling.

(8) PROHIBITION OF EMPLOYMENT.—No person under the age of 16 years shall be engaged in the operation of paint-spraying.

(9) PIECE-WORK.—The lowest piece-work prices for wholly manufacturing articles specified in the following Schedule shall be the prices set forth in such Schedule. (NOTE.—Any person employed on work not mentioned in the Schedule must be paid the wages rate for such work.)

SCHEDULE.

Baskets—		s.	d.
Fry-baskets, 2 inches deep, long or drop handles ..	0 3½	per inch.	
Vegetable baskets, 4½ inches deep, long or drop handles ..	0 4½	„	
(To be made in not less than one dozen lots, assorted sizes.)			
Cages, cockatoo—		s.	d.
18-in. ..	6 0	each.	
20 „ ..	6 7	„	
22 „ ..	9 8	„	
24 „ ..	11 9	„	
(To be made in lots of not less than half-a-dozen of each size.)			
Cages, canary (common)—		s.	d.
9-in., with bell tops ..	12 0	per dozen.	
9-in., without bell tops ..	11 2	„	
(To be made in three (3) dozen lots.)			
Cages, parrot (common)—		s.	d.
12-in. ..	14 9	per dozen.	
14 „ ..	16 9	„	
16 „ ..	19 6	„	
18 „ ..	22 3	„	
20 „ ..	29 9	„	
(To be made in not less than four (4) dozen lots, assorted or otherwise.)			
Cages, parrot (galvanized)—		s.	d.
12-in. ..	14 9	per dozen.	
14 „ ..	16 9	„	
16 „ ..	19 6	„	
18 „ ..	22 3	„	
20 „ ..	29 9	„	
To be galvanized after made, and in not less than three (3) dozen assorted lots. Grates or false bottoms to be paid for at the rate of 11½d. each extra.			
Cage fronts—		s.	d.
Wiring fronts, wood frames provided ..	7 10	per dozen.	
Wire fronts (all wire) ..	15 5	„	
Diamond Work—		s.	d.
4-in. mesh, 9 gauge wire ..	23 3	per 100 square ft.	
3 „ 9 „ ..	23 3	„	
2½ „ 10 „ ..	31 0	„	
1½ „ 10 „ ..	38 8	„	
1½ „ 12 „ ..	35 0	„	
1 „ 13 and 14 gauge wire ..	58 0	„	
1½ sq. crimped mesh, 12 gauge wire ..	23 3	„	
and if made stronger, 3s. 9½d. per 100 square feet for every gauge extra.			
(To be made in quantities of not less than 100 square feet.)			
Dog muzzles, complete, with binding and straps ..		12 0	per dozen.
(To be made in quantities of not less than one gross, assorted.)			
Door mats ..		7½d.	per square foot.
Fender sheets—		s.	d.
½-in. mesh ..	0 4½	per square foot.	
¾ „ ..	0 5½	„	
(To be made in not less than one (1) dozen lots.)			

With an addition of 7½ per cent.

PIECE-WORK PRICES—continued.

Fender sheets—continued.						s.	d.
Fixing sheets on frames	..	..	..	..	..	1	4½ each.
Making frames, brass tops and plates, all sizes	..	..	..	..	..	5	6 "
" " without brass tops and plates, all sizes	..	..	..	..	..	4	7 "
Fern baskets—						s.	d.
8-in.	..	..	..	..	..	5	6 per dozen.
10 "	..	..	..	..	..	6	7 "
12 "	..	..	..	..	..	8	4 "
(To be made in lots of not less than one (1) gross.)							
Floral designs—						s.	d.
8-in.	..	..	..	..	..	4	7 per dozen.
10 "	..	..	..	..	..	4	7 "
12 "	..	..	..	..	..	4	7 "
14 "	..	..	..	..	..	7	5 "
16 "	..	..	..	..	..	7	5 "
Flowerstands—						s.	d.
½ round, 3 steps	..	..	..	..	..	16	9 each.
" 4 "	..	..	..	..	..	25	11 "
Oblong Gothic	..	..	..	..	..	9	4 "
Flat back, 3 steps	..	..	..	..	..	16	9 "
" 4 "	..	..	..	..	..	25	11 "
Gridirons—						s.	d.
Light, made of 12 and 14 gauge wire, 8, 10, and 12 inch size	70	0	per gross.				
Medium, made of 10 and 12 gauge wire, 8, 10, and 12 inch	78	7	"				
(To be made in lots of not less than one (1) gross.)							
Rat traps, patent, ½-in. mesh, finished						s.	d.
..	..	..	..	..	..	78	2 per dozen.
" " " " " flat bottomed	..	..	..	..	..	85	6 "
(To be made in not less than one (1) dozen lots.)							
Rat traps (square)—						s.	d.
12-in. finished	..	..	..	..	..	22	3 per dozen.
14 "	..	..	..	..	..	27	10 "
16 "	..	..	..	..	..	31	9 "
(To be made in three (3) dozen lots, assorted.)							
Riddles—						s.	d.
20-in., ½-in. mesh, 17 gauge wire or one gauge heavier	..	..	..	..	..	2	2½ each.
" " " 16 "	..	..	..	..	..	1	10½ "
" " " 15 "	..	..	..	..	..	1	10½ "
" " " 14 "	..	..	..	..	..	1	8½ "
" " " 13 "	..	..	..	..	..	1	8½ "
22-in., ½-in. mesh, 17 gauge wire or one gauge heavier	..	..	..	..	..	2	2½ "
" " " 16 "	..	..	..	..	..	1	10½ "
" " " 15 "	..	..	..	..	..	1	10½ "
" " " 14 "	..	..	..	..	..	1	8½ "
" " " 13 "	..	..	..	..	..	1	8½ "
(To be made in not less than four (4) dozen lots, assorted meshes.)							
Screens—						s.	d.
5 feet x 2 ft. 6 in.	..	..	..	..	..	15	11 each for all meshes.
6 " x 3 feet	..	..	..	..	..	18	8 "
(To be made in not less than six lots, assorted meshes.)							
Sewer vent pipe covers—						s.	d.
1½-in.	..	..	..	..	..	7	0 per dozen.
2 "	..	..	..	..	..	7	5 "
2½ "	..	..	..	..	..	8	4 "
3 "	..	..	..	..	..	9	2 "
3½ "	..	..	..	..	..	10	1 "
4½ "	..	..	..	..	..	12	0 "
Sieves—						s.	d.
18-in.	..	..	..	..	..	8	4 per dozen.
20 "	..	..	..	..	..	8	4 "
22 "	..	..	..	..	..	8	4 "
(To be made in not less than six (6) dozen lots, all meshes; assorted sizes.)							
Straight work—						s.	d.
½-in. mesh, 16 and 12 gauge wire laced with 22 gauge	..	..	..	..	..	0	4½ per square foot.
" 14 " 10 " 20 "	..	..	..	..	..	0	4½ "
" 12 " 8 " 18 "	..	..	..	..	..	0	6½ "

With an addition of 7½ per cent.

PIECE-WORK PRICES—continued.

					s.	d.	
Wall ties—							
6 gauge wire	..	..	..	..	7	5	per cwt.
8 gauge wire	..	..	..	..	9	4	..
Wall ties (dimple)—					s.	d.	
6 gauge wire	..	..	..	..	10	2	per cwt.
8 gauge wire	..	..	..	..	12	0	..
Wall ties (simplex), 10 gauge wire					15	11	per gross.
Weaving—Sieve cloth—					s.	d.	
$\frac{1}{2}$ -in. mesh, 17 and 18 gauge wire	..	..	..	..	13	8	per 100 square ft.
$\frac{3}{4}$ " " 17 " 18	..	..	..	..	13	8	..
3 mesh, 3 holes to inch, 18 gauge wire	..	..	..	..	13	8	..
4 " 20 gauge wire	..	..	..	..	13	8	..
5 " 21 " "	..	..	..	..	13	8	..
6 " 22 " "	..	..	..	..	13	8	..
7 " 23 " "	..	..	..	..	13	8	..
8 " 24 " "	..	..	..	..	15	6	..
9 " 25 " "	..	..	..	..	15	6	..
10 " 25 and 26 gauge wire	..	..	..	..	15	6	..
12 " 26 " 27 " "	..	..	..	..	19	6	..
14 " 27 " 28 " "	..	..	..	..	23	3	..
16 " 28 " 29 " "	..	..	..	..	23	3	..
18 " 29 " 30 " "	..	..	..	..	31	0	..
20 " 30 to 32 " "	..	..	..	..	31	0	..
24 " 32 and 33 " "	..	..	..	..	38	8	..
Weaving (medium cloth)—					s.	d.	
$\frac{1}{2}$ -in. mesh, 15 and 16 gauge wire	..	..	..	..	23	3	per 100 square ft.
3 " 15 " 16 " "	..	..	..	..	23	3	..
4 " 16, 17 " 18 " "	..	..	..	..	23	3	..
5 " 17 " 18 " "	..	..	..	..	23	3	..
6 " 18 " 19 " "	..	..	..	..	23	3	..
7 " 19 " 20 " "	..	..	..	..	23	3	..
8 " 19 " 20 " "	..	..	..	..	23	3	..
9 " 19 " 20 " "	..	..	..	..	23	3	..
10 " 19, 20 " 21 " "	..	..	..	..	27	0	..
12 " 23 " 24 " "	..	..	..	..	31	0	..
14 " 25 " 26 " "	..	..	..	..	31	0	..
16 " 26 " 27 " "	..	..	..	..	38	8	..
18 " 27 " 28 " "	..	..	..	..	38	8	..
20 " 28 " 29 " "	..	..	..	..	42	6	..
24 " 28 " 29 " "	..	..	..	..	46	6	..
(To be made in lengths of not less than fifty (50) yards.)							
Weaving (stick work)—					s.	d.	
7 and 8 mesh, 17 and 18 gauge wire	..	..	..	..	31	0	per 100 square ft.
9 " 10 " 18 " "	..	..	..	..	31	0	..
12 to 14 " 20 to 22 " "	..	..	..	..	46	6	..
16 " 18 " 23 and 24 " "	..	..	..	..	46	6	..
20 " 23 " 24 " "	..	..	..	..	46	6	..
24 " 25 " 26 " "	..	..	..	..	54	0	..
(To be made in lengths of not less than thirty (30) yards.)							

With an addition of 7½ per cent.

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

E. G. WILLIAMS, Secretary.

Melbourne, 12th August, 1940.



VICTORIA GOVERNMENT GAZETTE.

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No. 315]

FRIDAY, AUGUST 23.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GARDEN EMPLOYEES BOARD.

NOTE.—This Determination applies to the Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder; such portions of the City of Sandringham as are not within the said district: and the cities of Ballarat, Bendigo, Geelong, Mordialloc, and Warnambool.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 14th February, 1939, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed as gardeners or gardeners' labourers—

- (a) by a master gardener other than a market gardener;
- (b) in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, or factories;
- (c) in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse;
- (d) in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green in connexion with any golf link or putting green;
- (e) in the laying out, cultivation, or keeping in order of a bowling green or tennis court or of a garden connected therewith.

has made the following Determination, namely:—

(1) That on the 23rd August, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.		Other Employees.			
	Wages per week of 44 hours.		Wages per Hour.	Wages per Week.*	Hours per Week.
	s. d.		s. d.	s. d.	
15 years of age or under	.. 21 0	(a) Master gardeners' employees—			
16 years of age	.. 23 9	Foremen gardeners in charge of two or more employees	2 6	110 0	} 44
17 years of age	.. 26 6	Gardeners†	2 2½	97 2	
18 years of age	.. 37 6	Gardeners' labourers	2 0½	90 9	
19 years of age	.. 45 0				
20 years of age	.. 53 6	(b) Persons employed in connexion with the laying out, cultivation, or keeping in order of gardens in con- nexion with private houses, guest houses, flats, or factories—			
PROPORTION (WITHIN ANY PLACE).		(1) Employed on Jobbing Work—			
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.		Gardeners†	2 1½	93 6	} 44
One improver to every three or fraction of three workers receiving not less than the minimum wage.		Gardeners' labourers	1 11	84 4	
		(2) All others—			
		Foremen gardeners in charge of two or more employees	2 4½	104 6	} 44
		Gardeners†	2 0	88 0	
		Gardeners' labourers	1 11½	85 3	
JUVENILE WORKERS, i.e., persons (other than Apprentices or Improvers) employed on golf links in the filling of divot holes or weeding fairways or greens—		(c) Persons employed in the laying out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
	Wages per week of 44 hours.	Foremen gardeners in charge of two or more employees	2 4½	104 6	} 44
15 years of age and under	.. 21 0	Gardeners†	2 0	88 0	
16 years of age	.. 23 9	Gardeners' labourers	1 11½	85 3	
17 years of age	.. 26 6				

(2)—continued.

Apprentices or Improvers.	Other Employees.	Wages per Hour.	Wages per Week.*	Hours per Week.
		s. d.	s. d.	
	(d) Persons employed in the laying out, cultivation, or keeping in order of a garden, lawn, fairway, or green, in connexion with a golf links or putting green ... Provided that any adult employee on racecourses or golf links whose regular duty it is to attend, maintain, adjust and/or operate motor mowers shall receive an additional amount of 5s. per week.	2 0	88 0	44
	(e) Persons employed in the laying out, cultivation, or keeping in order of a bowling green or tennis court, or of a garden connected therewith— Greenkeeper Greenkeeper's assistant	2 0 1 11½	.. ..	} See clause 16 re hours.

* Except in the case of an apprentice, improver, or juvenile worker the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See clause 15.—Definitions.

PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN CONNEXION WITH BOWLING GREENS OR TENNIS COURTS.

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons other than those engaged solely at watering—

Golf links or racecourses—

Time of beginning, not earlier than—

7.30 a.m. .. 12 noon on Saturday (or the day on which the half-holiday is locally observed).
7.30 a.m. .. 6 p.m. on the other working days of the week.

Any other place—

7.30 a.m. .. 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, or Saturday.

(4) OVERTIME.—The following rates shall be paid for overtime—

Persons engaged solely at watering—

(a) On golf courses .. For all work in excess of 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday ..
(b) Any other place .. For all work done in excess of the maximum number of hours fixed as a week's work

All others—

For all work outside the times of beginning and ending work
For all work done in any week within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work

Time and a half for the first two hours and thereafter double time.

(5) EXTRA RATE.—For all time worked between the hours of 5 p.m. and 7 a.m., an employee engaged at watering shall be paid 1s. extra for each period so worked.

(6) SPECIAL RATES.—For all work done on Sundays and the under-mentioned holidays by persons other than those provided for in Clause 7, the rates shall be:—

Sundays	Persons employed on golf courses (other than those employed at watering or wiping greens) ..	Double time.
	All others	Time and a half.
New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day	All persons	Time and a half.

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.

(7) HOLIDAYS.—All persons (other than those usually employed for less than the number of hours fixed for a week's work and master gardeners' employees) shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

Provided that if an employee works on any one of such days he shall receive, in addition to his ordinary pay, one and a half day's holiday on full pay or one and a half day's pay in lieu thereof.

(8) PAYMENT OF WAGES.—Except by agreement to the contrary between employer and employee, payment of wages shall be made not later than 4 p.m. on Thursday in each week.

(9) TERMINATION OF EMPLOYMENT.—Seven days' notice of termination of employment shall be given by either employer or employee.

This provision shall apply in respect to all persons other than those employed by master gardeners or on jobbing work.

(10) ANNUAL LEAVE.—Any employee (other than a master gardener's employee or an employee who is usually employed for less than the number of hours fixed as a week's work) who has been in the service of any one employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in Clause 7 in each year on full pay, and such holiday shall be given within three months of the completion of twelve months' service.

In the event of termination of employment during any such period, then the employee shall be given one day's holiday for each two months' service or be paid in lieu thereof.

(11) SICK LEAVE.—Subject to satisfactory evidence being furnished to the employer, an employee (other than a master gardener's employee or an employee who is usually employed for less than the number of hours fixed as a week's work), shall be entitled, without deduction of pay, to absent himself on account of sickness arising out of his employment one day for each three months of service, but not exceeding four days in any year.

Provided that no service prior to 30th June, 1939, shall be taken into account.

(12) RIGHT TO INTERVIEW EMPLOYEES.—During the meal interval, and not more than once a fortnight, a duly accredited official of the Australian Workers' Union, authorized in writing by the President and Secretary of such organization, shall have the right to interview any person covered by this Determination at his place of employment on legitimate union business, and shall be permitted to inspect the conditions relating to the persons employed thereat.

(13) GUM BOOTS AND OVERALLS.—(a) Employees engaged at watering on golf courses or racecourses shall be provided with gum boots by the employer free of cost.

(b) Employees engaged in spraying or in the distributing of fertilizer on golf courses or racecourses shall be provided with overalls by the employer free of cost.

(14) **FIRST-AID OUTFIT.**—The employer shall provide a first-aid outfit consisting of bandages, antiseptics, and sticking plaster at all places where four or more persons are employed.

(15) **DEFINITIONS.**—For the purposes of this Determination a gardener shall be defined as a person engaged in the pruning of roses or fruit trees; or in the trimming of a hedge with hedge clippers or shears; or in designing or supervising the laying out of a garden, or in budding, propagating, grafting, planting, or potting.

Jobbing Work shall mean work which is performed by a person who goes from job to job in the ordinary course of his employment during the week.

PROVISIONS APPLICABLE TO PERSONS EMPLOYED IN CONNEXION WITH BOWLING GREENS OR TENNIS COURTS.

(16) **HOURS.**—The hours of work shall be 176 for each period of four (4) weeks.

(17) **OVERTIME.**—All time worked in excess of 176 hours in each period of four weeks shall be paid for at the rate of time and a third.

(18) **SPECIAL RATES.**—The special rate payable for all work done on Sunday, Christmas Day, Anzac Day, and the weekly holiday as provided hereunder shall be as follows:—

For watering	Time and a half.
For all other work	Double time.

(19) **EXTRA RATE.**—For all time worked between the hours of 5 p.m. and 7 a.m., an employee engaged at watering shall be paid 1s. extra for each period so worked.

(20) **HOLIDAYS.**—The following holidays shall be granted without deduction of pay:—Christmas Day, Anzac Day, and Thursday afternoon in each week or such other half day in lieu thereof as may be agreed upon by the employer and the employee.

(21) (a) **ANNUAL LEAVE.**—Employees shall receive two weeks' annual leave on full pay for each twelve months' service. In the event of termination of employment during any such period then the employee shall be given one day's holiday for each month of service or be paid in lieu thereof.

(b) **SICK LEAVE.**—Subject to satisfactory evidence being furnished to the employer, an employee in continuous employment shall be entitled, without deduction of pay, to absent himself on account of sickness arising out of his employment one day for each three months' service, but not exceeding four days in any year.

Provided that no service prior to the 30th June, 1939, shall be taken into account.

(22) **PAYMENT OF WAGES.**—Except by agreement to the contrary between employer and employee, payment of wages shall be made not later than 4 p.m. on Thursday in each week.

(23) **TIME BOOK.**—Every employee shall indelibly record daily his correct times of work 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 Australian Workers' Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

(24) **GUM BOOTS AND OVERALLS.**—(a) Employees engaged at watering shall be provided with gum boots by the employer free of cost.

(b) Employees engaged in spraying or in the distributing of fertilizer shall be provided with overalls by the employer free of cost.

(25) **FIRST-AID OUTFIT.**—The employer shall provide a first-aid outfit consisting of bandages, antiseptics, and sticking plaster at all places where four or more persons are employed.

(26) **TERMINATION OF EMPLOYMENT.**—Seven days' notice of termination of employment shall be given by either employer or employee.

H. L. JACKSON, P.M., Chairman.

GEO. E. PARR, Secretary.

Melbourne, 7th August, 1940.



VICTORIA GOVERNMENT GAZETTE.

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No. 316]

FRIDAY, AUGUST 23.

[1940

Factories and Shops Acts.

DETERMINATION OF THE PAINTERS BOARD.

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) Painting, Decorating, and Signwriting were proclaimed on 28th November, 1923, as apprenticeship trades under the "Apprenticeship Act 1927" 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. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which, since 7th August, 1933, has had the power to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of—

(a) Painting, other than ship painting or painting under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed;

(b) Paperhanging;

(c) Sign or poster writing, and any work incidental thereto;

(d) Producing signs or posters by means of stencils, screens, or other like methods, and any work incidental thereto—

has made the following Determination, namely:—

(1) That, on the 29th August, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

(a)					(b)				
*Apprentices or Improvers.					Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods, or at any work incidental thereto.				

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the General Post Office at Elizabeth street, Melbourne.	(ii) Within 5 Miles of the Post Office at Mildura.	(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).	(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.	Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods.						
Persons employed at—						
Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A)						
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto.						
Persons employed at—						
(i) Signwriting designing, forming or lettering any pictorial design, including the cutting of stencils						
(ii) Any other work specified in (B)						
Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen						

(3) TIMES OF BEGINNING AND ENDING WORK.—The times of beginning and ending work for any person (other than an apprentice or improver in his 1st or 2nd year at the trade) shall be—

Time of Beginning.

8 a.m.

8 a.m.

1 p.m.

Time of Ending.

12 noon on Saturdays, and

12 noon

5 p.m.

on the other working days of the week (luncheon hour being from 12 noon to 1 p.m.)

(4) OVERTIME.—The following rate shall be paid for all work done:—

Outside the times of beginning and ending work as fixed in Clause (3)

Within the times of beginning and ending work, in excess of 44 hours in any week

Time and a half.

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

(6) ALLOWANCES.—The following extra rates shall be paid to any person on all work distant from a centre:—

(a) $1\frac{1}{2}$ miles and up to 3 miles, $\frac{3}{4}$ d. per hour extra;

(b) Over 3 miles and up to 5 miles, 1d. per hour extra;

(c) Over 5 miles and up to 12 miles, $1\frac{1}{4}$ d. per hour extra;

(d) More than 12 miles, and the employee is—

Conveniently able to return to his home the same night $2\frac{1}{4}$ d. per hour extra.

Not conveniently able to return to his home the same night and

suitable board and lodging is not provided by the employer $7\frac{1}{4}$ d. per hour extra with a maximum of 5s. per day.

Time occupied in travelling during working hours shall be paid for at ordinary wages rates.

Provided that any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment, to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

"Centre" shall mean the employer's usual place of business.

(7) SWING SCAFFOLD WORK.—Any person working on a swing scaffold shall be paid, for the time so spent, at the rate of $1\frac{1}{4}$ d. per hour in addition to the ordinary wage.

Provided that no person who, in any day, has completed at least one hour's work on a swing scaffold shall be paid, in addition to his ordinary wage, less than sixpence in respect of such day.

(8) PAYMENT OF WAGES:—

(a) If employment is terminated by discharge, whether by notice or otherwise, all wages due up to the time of ceasing work shall be paid immediately on cessation of work.

(b) Except as provided in the preceding sub-clause, wages due for work done within 5 miles of the centre shall be paid not later than 5 p.m. on Friday at the place where the employee is then working. Provided that, alternatively, the employee shall be allowed time off to collect his wages.

(c) Except as provided in sub-clause (a), wages for other work shall be paid by mutual agreement between the employer and employee.

(9) TOOLS AND APPLIANCES:—

(a) Each painter shall provide himself with an ordinary dusting brush and all necessary stripping and stopping knives, hammer, hacking knife, screwdriver, and glazing knife.

(b) Each paperhanger shall provide himself with a lay-brush, scissors, rule, plumb-bob, chalk-line, and trimming knife (if he requires such an instrument), and also with surface and joint rollers.

(c) Each signwriter shall provide himself with a mahl-stick, rule, straight-edge, chalk-line, pencils and gilding cushion, mop, knife and tip.

If any employee is required to provide any tools or appliances other than those above enumerated, 6d. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer. The employer shall supply all tools necessary for the use of apprentices.

(10) MEAL MONEY.—Any employee who is called upon to work overtime for over two hours without receiving notice of such overtime on the previous day, shall be paid an allowance of one shilling and sixpence for a meal, or shall be supplied by the employer with a reasonable meal in lieu thereof.

(11) SUPPLY OF HOT WATER.—Except in the case of work on private dwellings, the employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at lunch time.

(12) CARE OF EMPLOYEES' TOOLS, ETC.—The employer shall make, in respect of each job, adequate arrangements to secure the proper care and safety of the employees' tools and gear when not in use.

(13) DEFINITION.—"Gippsland District" shall mean the following area, viz.:—From Hallam (beyond Dandenong) to the south to Lyndhurst, to Wonthaggi, across to Port Albert, to Orbost, to Briagolong, to Walhalla, to Noojee, to Hallam.

(14) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause ((2) (c) are based upon the following basic wage for adult males, and, pursuant to 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, hourly rates to be calculated to the nearest farthing.

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

Place.	Needs Basic Wage for Adult Males (adjustable).	Loading (Constant).	Total Basic Wage for Adult Males.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Within 20 miles of the General Post Office at Elizabeth-street, Melbourne—Males	3 18 0	0 6 0	4 4 0	Melbourne
Within 10 miles of the principal Post Offices at Geelong and Warrnambool respectively—same as the contemporaneous basic wage for Melbourne.				
Within 5 miles of the Post Office at Mildura; within the Gippsland District as herein defined (except Yallourn)—same as the contemporaneous basic wage for Melbourne.				
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.				
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.				

(15) ADJUSTMENT OF BASIC WAGE FOR ADULT MALES.—(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 (14).

(b) During each future period of or near a quarter beginning with the first pay period to commence in a November, a February, a May or an August, 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 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 (14).
- (2) 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.
- (3) The amounts assigned in the following table (or any extension thereof) to the Index Number Division comprising that Number are to be ascertained.
- (4) The needs basic wage shall be those assigned amounts during such period of or near a quarter.

Table.

Index Number Divisions.	Needs Basic Wage.	Index Number Divisions.	Needs Basic Wage.
	£ s. d.		£ s. d.
821-833	3 7 0	920-932	3 15 0
834-845	3 8 0	933-944	3 16 0
846-858	3 9 0	945-956	3 17 0
859-870	3 10 0	957-969	3 18 0
871-882	3 11 0	970-981	3 19 0
883-895	3 12 0	982-993	4 0 0
896-907	3 13 0	994-1006	4 1 0
908-919	3 14 0	1007-1018	4 2 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 14th August, 1940.

