



# VICTORIA GOVERNMENT GAZETTE.

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No. 369]

THURSDAY, OCTOBER 10.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE PLASTERERS BOARD.

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

(B) Plastering was proclaimed on 28th November, 1928, as an apprenticeship trade 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, Treasury Gardens, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 7th February, 1940, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (1) whosoever employed in the process, trade, or business of plastering or cementing;
- (2) employed in the process, trade, or business of fixing all laths used in connexion with the erection or repair of buildings, whether such laths are of wood or of a substitute therefor;
- (3) employed in the finishing of all plastering work in sewers, tunnels, or channels;
- (4) employed in finishing all kinds of plastic acoustic work, waterproofing work, and texture work formed in cement plaster or patent material;
- (5) employed in the making or laying of marble mosaic, granolithic, terrazzo, or flooring of which cement forms a part or the laying of magnesite flooring;
- (6) employed in the making or fixing of all pre-cast or moulded work (except such work as is subject to the Determination of the Fibrous Plasterers Board)

has made the following Determination namely:—

(1) That on the 17th October, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.			Improvers.		Other Employees			
WAGES.		Per week of 44 hours. s. d.	WAGES.		WAGES.		Per hour.	Per week of 44 hours. s. d.
1st year	..	18 9	Under 19 years of age	.. 33 0	Men employed on swings, bosuns' chairs, lifts, or any other suspended platform	..	2 11½	130 2
2nd year	..	25 11	19 years of age	.. 38 2	Men employed on underground sewer or tunnel plastering	..	3 1½	137 6
3rd year	..	35 8	20 years of age	.. 42 9	All other plasterers	..	2 10	124 8
4th year	..	48 7	PROPORTION (by any employer).					
5th year	..	62 7	One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 12s. 8d. per week of 44 hours.					
6th year	..	77 8	Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, 1s. a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.					
Provided that where a person enters the trade at or above the age of sixteen years the term shall be five years and the wages as follows:—								
		s. d.						
1st year	..	21 7						
2nd year	..	29 1						
3rd year	..	41 1						
4th year	..	57 2						
5th year	..	77 8						
PROPORTION (by any employer).								
One apprentice to every three or fraction of three workers receiving not less than 12s. 8d. per week of 44 hours.								

(3) ALLOWANCE.—An employee when engaged to proceed to work in such a locality as to necessitate his sleeping elsewhere than at his usual place of residence shall receive 6s. per day extra; such amount not to exceed 36s. in any week. The employer shall convey the worker to and from the job free of charge or pay his fare. Ordinary rates shall be paid for such travelling time.

Provided that where work is wholly stopped by wet weather, or by reason of a public holiday work is discontinued, an employee shall be paid only 5s. for every such day.

(4) PAYMENT OF WAGES.—All employees shall be paid not later than Friday in each week within five minutes of ceasing time, except where otherwise mutually agreed. An employee whose service ends before pay time shall be paid at or before the time of its ending, or shall be paid by post or otherwise within 24 hours thereafter. If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

(5) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Half an hour shall be allowed the employee to gather, clean, pack, and transport his tools, and in such case wages shall be paid at the commencement of such half hour.

(6) TIME OF BEGINNING AND ENDING WORK.—The time of beginning and ending work for persons (other than underground sewer or tunnel plasterers) shall be—

Time of Beginning.	Time of Ending.
7.45 a.m.	12 noon on Saturday.
7.45 a.m.	5.15 p.m. on the other working days of the week.

(7) OVERTIME.—That the following rates shall be paid to—

(a) Persons employed on underground sewer or tunnel plastering—

For work done in excess of 44 hours in any week .. .. . Time and a quarter.

(b) Persons employed on any work other than underground sewer or tunnel plastering—

For work done within the hours fixed in clause 6 in excess of 44 hours in any week .. Time and a quarter.

For work done on Saturdays—

Between midnight and 7.45 a.m. .. .. . Double time.  
Between 12 noon and 5 p.m. .. .. . Time and a half.  
Between 5 p.m. and midnight .. .. . Double time.

For work done on any other working day—

Between 5.15 p.m. and 10.15 p.m. .. .. . Time and a half.  
Between 10.15 p.m. and 7.45 a.m. .. .. . Double time.

(8) CASUAL LABOUR.—Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid at the rate of 2d. per hour extra.

(9) FARES.—(a) Where an employee is engaged on a job more than 10 miles from the "centre" and is able to return to his home each day, he shall be paid the daily fares, not exceeding 6s., actually and necessarily incurred in travelling to and from the job.

(b) Where an employee is engaged on a job up to 10 miles from the "centre" he shall be paid an amount of 2s. 6d. per week for fares.

"Centre" means the Flinders-street railway station or the principal post office of the cities of Ballarat, Bendigo, or Geelong, whichever is nearest to the employer's principal place of business.

(10) TRAVELLING TIME.—Where an employee goes direct from his home to a job and travels more than 12 miles from the "centre," he shall be paid in respect of time lost in travelling, a daily sum of 1s.

(11) WET WEATHER.—When work is stopped by wet weather an employee who is instructed to wait on the job shall be paid for all time lost in waiting in excess of one hour in any one day.

(12) INJURY TO EMPLOYEE.—In the event of an employee being injured during his employment, his employer shall provide suitable means for his conveyance to the nearest available medical attention.

(13) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), 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.

D. GRANT, Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 30th September, 1940.

[3741]



# VICTORIA GOVERNMENT GAZETTE.

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No. 370]

FRIDAY, OCTOBER 11.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE KNITTING TRADE BOARD.

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

(b) Work on Sunday, except in certain prescribed circumstances, is prohibited by the *Factories and Shops (Sundays) Act* 1932, No. 4102.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 12th February, 1935, has had the power "to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in the process, trade, or business of—

- (i) knitting or crocheting fabric, or any article of human wear;
- (ii) mending or repairing any knitted or crocheted fabric, or any knitted or crocheted article of human wear;
- (iii) spinning or preparing silk yarn,"

has made the following Determination, namely:—

(1) That, on and after 17th October, 1940, the last previous Determination shall be revoked and replaced by this Determination.

(2) **WAGES PER WEEK OF 44 HOURS. (DAY SHIFT.)**

JUNIORS.

*Hosiery Section.*

MALES.								FEMALES.							
Experience.	Commencing Age.							Experience.	Commencing Age.						
	15 years or under.	16	17	18	19	20			15 years or under.	16	17	18	19	20	
1st six months	s. d. 17 0	s. d. 18 6	s. d. 21 6	s. d. 26 6	s. d. 32 0	s. d. 37 6		1st six months	s. d. 15 6	s. d. 16 0	s. d. 17 0	s. d. 18 6	s. d. 21 0	s. d. 22 6	
2nd "	18 0	20 6	24 0	29 0	35 6	59 6		2nd "	16 0	17 6	18 6	20 6	23 0	34 0	
3rd "	19 0	22 0	27 0	33 0	39 6	..		3rd "	18 0	19 6	21 6	23 6	26 0	..	
4th "	21 6	25 0	30 0	37 6	60 0	..		4th "	19 6	21 6	23 0	26 0	35 6	..	
5th "	23 6	28 0	33 6	42 0	..	..		5th "	21 6	23 0	25 0	28 6	..	..	
6th "	27 0	32 6	39 6	62 0	..	..		6th "	23 0	25 0	28 0	36 6	..	..	
7th "	30 0	37 6	47 0	..	..	..		7th "	25 0	28 0	31 0	..	..	..	
8th "	38 0	44 0	64 0	..	..	..		8th "	28 0	30 6	39 6	..	..	..	
9th "	41 6	51 6	..	..	..	..		9th "	29 6	34 6	..	..	..	..	
10th "	48 6	66 6	..	..	..	..		10th "	31 6	40 0	..	..	..	..	
11th "	55 6	..	..	..	..	..		11th "	35 6	..	..	..	..	..	
12th "	62 6	..	..	..	..	..		12th "	37 6	..	..	..	..	..	
7th year ..	69 6	..	..	..	..	..		7th year ..	40 0	..	..	..	..	..	

## Any Other Section.

MALES.							FEMALES.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.	16	17	18	19	20		15 years or under.	16	17	18	19	20
1st six months	s. d. 18 0	s. d. 19 6	s. d. 22 6	s. d. 27 6	s. d. 33 0	s. d. 38 6	1st six months	s. d. 18 6	s. d. 17 0	s. d. 18 0	s. d. 19 6	s. d. 22 0	s. d. 23 0
2nd "	19 0	21 6	25 0	30 0	36 6	60 6	2nd "	17 0	18 6	19 6	21 6	24 0	35 0
3rd "	20 0	23 0	28 0	34 0	40 6	..	3rd "	19 0	20 6	22 6	24 6	27 0	..
4th "	22 6	26 0	31 0	38 0	61 0	..	4th "	20 6	22 6	24 0	27 0	36 6	..
5th "	24 6	29 0	34 6	43 0	..	..	5th "	22 6	24 0	26 0	29 6	..	..
6th "	28 0	33 6	40 6	63 0	..	..	6th "	24 0	26 0	29 0	37 6	..	..
7th "	31 0	38 6	48 0	..	..	..	7th "	26 0	29 0	32 0	..	..	..
8th "	37 0	45 0	65 0	..	..	..	8th "	29 0	31 6	40 6	..	..	..
9th "	42 6	52 6	..	..	..	..	9th "	30 6	35 6	..	..	..	..
10th "	49 6	67 6	..	..	..	..	10th "	32 6	41 0	..	..	..	..
11th "	56 6	..	..	..	..	..	11th "	36 6	..	..	..	..	..
12th "	63 6	..	..	..	..	..	12th "	38 6	..	..	..	..	..
7th year	70 6	..	..	..	..	..	7th year	41 0	..	..	..	..	..

Note.—Where the experience of a junior is gained over broken periods, the rate of wages payable shall be the rate fixed on experience, or that fixed for his new commencing age, whichever is the higher. The rates prescribed above for juniors shall apply only to such employees as are under 21 years of age.

## PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage:

Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the silk throwing division shall not be counted, and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

The Board has prescribed a form of apprenticeship indenture.

## OTHER EMPLOYEES.

## Wages per Week of 44 Hours (Day Shift).

	Hosiery Section.	Any Other Section.
<i>Adult Males.</i>		
Mechanics on full-fashioned machines	s. d. 103 0	s. d. ..
Mechanics on all other machines	98 0	100 0
Operators of single unit full-fashioned machines	103 0	..
Operators of other full-fashioned machines (leggers and footers)—		
First year's experience	98 0	..
Thereafter	103 0	..
Pliers	98 0	..
Welt turners	89 0	..
Board and press hands	88 0	90 0
Electric machine cutters	93 0	95 0
Hand cutters	90 6	92 6
Warpers	88 0	90 0
Hand knitters on flat machines	90 6	92 6
Circular machine knitters	88 0	90 0
Millmen, scourers, bleachers, or shrinkers	87 0	89 0
Leading hand employed on dye machines or vats	91 0	93 0
All other dye-house employees operating or attending machines	86 0	88 0
All other machine operators or attendants	86 0	88 0
Warehousemen, oilers, or cleaners	86 0	88 0
Persons not otherwise provided for	83 0	85 0
<i>Adult Females.</i>		
Employees using Paramount or similar shapes	49 0	..
Operators of steam presses (except manual screw press)	48 0	50 0
Electric machine cutters	55 0	57 0
Hand cutters	49 0	51 0
Hand knitters on flat machines	50 0	52 0
Knitters on other machines	48 0	50 0
Linkers	50 0	52 0
Seamers, welters, overlappers, flat lockers, or interlockers	49 0	51 0
All other machine operators or attendants (including winders and operators of all finishing machines not otherwise mentioned)	48 0	50 0
Ironers	48 0	50 0
Clockers	50 0	..
Examiners, folders, graders, pairers, sorters, or parcellers	47 0	49 0
Menders on full-fashioned hose	50 0	..
Other menders	48 0	50 0
Persons not otherwise provided for	45 0	47 0

(3) DEFINITIONS.—(a) "Leading hand" means an employee in charge of any operation where no foreman or assistant foreman is employed, or an employee who is empowered by the management to discharge such duties as would devolve upon such foreman or assistant, if employed.

(b) "Machine operator or attendant" means an employee who, in the course of his or her duty, is called upon to operate a machine, and does not include an employee whose sole duty is carrying material to and from a machine.

- (c) "Continuous process" means the working of three shifts per day from Monday to Saturday inclusive.
- (d) "Union" means the Victorian Branch of the Australian Textile Workers' Union.
- (4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.
- (5) SHIFTS.—(a) A "day shift" shall be a shift worked between the hours of 7 a.m. and 7 p.m. on Monday to Friday inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.
- (b) A "night shift" shall be a shift worked between the hours of 7 p.m. and 7 a.m. Monday to Saturday inclusive.
- (c) In addition to the rates payable to day shift employees, workers employed on night shift shall be paid at the rate of 6s. per week, unless engaged in a continuous process. If adult employees in such continuous process work three alternating shifts, they shall be paid 5 per cent. extra, if alternating afternoon and night shift  $7\frac{1}{2}$  per cent. extra. Male junior employees shall be paid 1s. per shift extra on afternoon or night shifts with a maximum payment of 5s. per week.
- (d) Workers employed on a shift extending after 7 p.m. shall be paid at night shift rates for the time worked after 7 p.m., provided that workers employed on a shift commencing after 5 p.m. shall be paid at night shift rates throughout.
- (e) By mutual arrangement between the employer and his employees, the hours of duty prescribed herein for workers on night shift may be worked in four shifts without payment for overtime. Under any such arrangement arrived at after 5th July, 1935, all hours of duty beyond ten hours, even if they come within the starting and finishing times of a shift, shall be paid for at overtime rates.
- (f) The employment of females before 7 a.m. or of males under 18 years of age after 9 p.m. is prohibited.
- (g) As far as practicable employees shall work shifts in rotation.
- (6) OVERTIME.—(a) Overtime shall be paid for work performed before or after the usual starting and finishing time of each shift, or after any employee has completed the ordinary hours of duty at time and a half for the first three hours on any one day, Monday to Saturday inclusive, and double time thereafter:
- Provided, however, that in mills or factories where the 44 hours are worked in five days, Monday to Friday inclusive, time worked on Saturday shall be paid for at time and a half for the first four hours and double time thereafter.
- (b) The usual starting and/or finishing time in any factory or part thereof shall not be altered, except on seven days' notice to the union.
- (c) Employees required to work overtime for more than one hour without being notified the day immediately before that they will be required to work shall either be supplied with a meal by the employer or paid 1s. 6d. each. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.
- (d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings and any tea money to which they might be entitled.
- (e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day, Monday to Saturday inclusive, and ten hours in one week, and double time thereafter:
- Provided that in mills or factories where the 44 hours are worked in five days, Monday to Friday inclusive, the maximum daily hours under this sub-clause for Saturday shall be four hours.
- (7) TERMS OF ENGAGEMENT.—(a) Engagement in the industry shall be on an hourly basis, except that notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to stand down employees at any time when no work is offering or 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 usefully be employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.
- (b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages and vice versa the employee leaving his or her employment without notice shall forfeit 44 hours' wages which may be deducted from any wages due.
- (c) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs, and such employee is re-engaged within a period of two weeks after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.
- (d) Any day worker starting work shall be entitled to at least half a day's pay, and any pieceworker to half a day's work.
- (8) MEAL HOURS.—(a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day, provided that, by mutual arrangement between the employees and the employer, a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.
- (b) Time and a half rates shall be paid to any employee required to work during his or her meal hour. No employee shall be compelled to work for more than five hours without a break for a meal. Provided, however, that where three shifts are worked in a continuous process and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.
- (c) An employee engaged in the maintenance of plant, when breakdowns occur, shall work meal hours at the ordinary rates herein prescribed whenever instructed so to do.
- (d) Meal intervals having been fixed shall not be altered except on seven days' notice to the Union.
- (9) POSTING OF DETERMINATION.—A copy of this Determination shall be posted by each employer in a prominent and accessible place in his establishment.
- (10) NOTICE BOARD.—The employer shall permit to be erected in a prominent position in his establishment a notice board upon which representatives of the Union shall be allowed to post notices in connexion with union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.
- (11) PAYMENT OF WAGES.—Wages shall be paid weekly not later than Friday: Provided that where a shift finishes on a Saturday morning payment may be made on the Saturday.
- Wages shall be paid during working hours, and any employee kept waiting for his or her wages, beyond the ordinary working hours, shall be paid at overtime rates for such waiting time: Provided that the present practice as to payment to employees on night shifts in each factory or mill shall continue.
- 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.
- Not more than two days' pay of each employee shall be kept in hand by an employer.
- (12) CERTIFICATE OF SERVICE.—An employee, if he or she asks for it, shall be entitled on termination of service to a certificate of length of service with an employer and the nature of the work upon which he or she was employed.
- (13) BONUS PAYMENTS.—In all establishments in which tasks are set and employees are paid for extra production the tasks shall be so set as to permit adults of average capacity and juniors of average capacity in receipt of wages in excess of 25s. per week to earn at least 15 per cent. above the rates prescribed for their occupations and so as to permit juniors of average capacity in receipt of wages between 17s. and 25s. per week to earn at least 20 per cent., and juniors of average capacity in receipt of wages less than 17s. per week at least 25 per cent. in addition to the rates prescribed for their occupations.
- (14) TIME AND WAGES BOOK.—(a) The employer shall keep a time and wages book or record, in English, showing the name of each employee, the age and/or experience of each employee paid as a junior under clause 2 hereof, the occupation of each employee, the hours worked each day or each week, and the wages and/or allowances paid each week.
- (b) When any junior employee is engaged, he or she shall furnish a certificate or statutory declaration as to his or her age, and the employer may rely on such certificate or declaration until or unless he has notice of its inaccuracy. Any junior employee giving misleading or false information as to his or her experience and/or age shall be deemed to be guilty of a breach of this Determination.

(c) The time occupied by an employee in filling in time books 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.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the 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 the branch secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

(15) HOLIDAYS AND SUNDAY WORK.—(a) Subject to the limitations mentioned hereinafter, the following days shall be regarded as public holidays under this Determination:—New Year's Day, Good Friday, Easter Saturday (in establishments working a six-day week), Easter Monday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or any other day observed in lieu thereof.

(b) Employees shall be paid for any of such holidays as fall on an ordinary working day of their employer's establishment, such payment to be to the full extent of the ordinary daily wage.

(c) Pieceworkers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

(d) Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable excuse, or without the employer's consent, the employee shall not be entitled to payment for such holiday.

(e) When an employee is absent through illness or other reasonable excuse from his or her employment for a period exceeding fourteen days, the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that where an employer consents to an employee having leave beyond the fourteen days abovementioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(f) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances, and then only with the consent of the Secretary for Labour.

(g) All work done by time workers on the before prescribed holidays, and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate. All such work done by pieceworkers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piecework earnings.

(h) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the 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), if worked on holidays and Sundays, shall be paid at the rate of time and a half.

(16) ANNUAL HOLIDAYS.—(a) Except as hereinafter provided employers, in each year, shall 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 and bonus workers receiving such holiday shall be paid time rates.

(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 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.

(17) RIGHT OF ENTRY.—The secretary or branch secretary of the Union, or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit his right to visit may be determined by the employer affected.

(18) PIECEWORK.—(a) The lowest piecework price payable to any outside worker for performing any of the undermentioned work shall be as specified in the following schedule, viz.:—

Description of Work.	Price per Garment.		
	Knitting or Crocheting.	Finishing.	Wholly Making up.
	s. d.	s. d.	s. d.
Pullovers, or Sweaters, or Jumpers, power fabric .. ..	0 9	2 3	3 0
Cardigans or Jackets, power fabric .. ..	0 9	2 6	3 3
Pullovers, or Sweaters, or Jumpers, hand flat fabric .. ..	1 3	2 3	3 6
Cardigans or Jackets, hand flat fabric .. ..	1 3	2 6	3 9

In the case of garments with a chest measurement not exceeding 32", the above prices may be reduced as follows:—

Knitting or Crocheting .. ..	4d. per garment reduction
Finishing .. ..	8d. " " "
Wholly making up .. ..	1s. 0d. " " "

(b) Except as provided in the preceding sub-clause, any employer may fix piecework prices for any process, provided such prices enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework prices shall be posted in the mill or factory and a copy thereof forwarded to the secretary of the local branch of the Union.

(c) Piecework prices now paid may be re-adjusted by employers to meet new circumstances created by this Determination, before the expiry of six months from the date on which this Determination comes into force, but thereafter such prices shall not be altered except by mutual agreement between the employer and pieceworkers concerned.

(d) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked on piecework if the earnings are higher than the minimum rate for such time.

(e) Adults and juniors doing the same operations shall be paid the same piecework prices.

(f) As far as practicable, different grades of work shall be equitably divided between pieceworkers.

(g) A pieceworker who also instructs learners shall receive 10s. per week in addition to piecework earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to the piecework earnings.

(h) Male pieceworkers called upon to perform work before the usual starting time or after the usual finishing time, shall be paid for the first three hours 1s. per hour extra on the normal piecework price, and female pieceworkers 7d. per hour extra on the normal piecework price, and for any overtime extending beyond three hours at twice the rates prescribed in this sub-clause.

(i) Pieceworkers on the employer's premises at the employer's request, ready and willing to work, for each pay period shall receive at least the time rate prescribed for their occupations.

(19) ADDITIONAL PAYMENTS.—(a) An employee who is required to change from one shift to another without two days' notice of such change of shifts, shall be paid 3s. extra as compensation for change.

(b) An employee who is employed as first aid man or woman, and who holds a first aid certificate, shall be paid 5s. per week extra.

(20) **MIXED FUNCTIONS.**—An employee engaged for more than half of one day, or shift on duties carrying a higher rate than his or her classification shall be paid the higher rate for such day or shift; if for less than half of one day or shift he or she shall be paid the higher rate for the time so worked.

(21) **LIMITATIONS.**—(a) Where practicable, each machine shall be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lb. without one assistant for every 30 lb. weight.

(c) No female shall be required to use an iron weighing more than 8½ lb.

(d) No female shall be employed operating a manual screw press other than those now employed, and the rates now paid to females for such work shall be continued.

(e) One operator receiving not less than an adult operator's wage shall be employed on full-fashioned machines totalling eighteen heads or more.

(22) **OUTSIDE WORKERS.**—(a) No work of any description or class covered by this Determination shall be done or performed outside the employer's factory or workshop, except by a person who holds an outside worker's licence issued by the Secretary for Labour: Provided that no such outside worker shall employ any other person or persons whatsoever, save and except members of such worker's own family.

(b) An employer shall not have more than one outside worker for every twenty inside workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself, except as provided in sub-clause (a), and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or factory.

(e) Every outside worker shall be paid the prescribed piecework prices or wages rates as the case may be.

(f) Every outside worker shall be provided, free of charge, with cotton, silk, thread, and all other sewings and trimmings used in the manufacture of garments.

(g) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(h) Every employer who has work done elsewhere than in his factory or workshop shall complete, each calendar month, in respect of each outside worker in his employ, a return in the form prescribed by Schedule "A" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

Every outside worker shall complete, each calendar month, in respect of the work done by him or her, a return in the form prescribed by Schedule "B" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

(i) Except as provided in this clause no employer shall require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—

(1) In any place other than his usual workshop or factory; and/or

(2) By any person or persons other than his employees usually employed at such workshop or factory.

(j) Nothing herein contained shall affect the right of the employer to contract, sub-contract, let, or sub-let to any person employing not fewer than four persons (exclusive of members of his or her own family) who conducts a workshop or factory, and is affected by this Determination.

(23) **LIMITATION OF EMPLOYER'S LIABILITY.**—Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period such employee shall not recover from his employer any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee, or some person on his behalf.

(24) **GENERAL.**—(a) *Hot Water.*—Employees shall be provided with hot water free of charge.

(b) *Seats for Female Employees.*—When requested by employees, and where practicable, suitable seats shall be provided for female employees in positions handy to their work.

(c) *Rest Room.*—In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided for the use of such female employees. It shall contain a suitable couch, two easy chairs, and a rubber hot water bag.

(d) *Dining Room.*—Proper dining room accommodation shall be provided by the employer when requested to do so by a majority of his employees.

(e) *First Aid Chest.*—The employer shall provide a properly equipped first aid chest. Such chest shall comply, as to its contents, with the requirements of the Factories and Shops Acts.

(f) *Clothing.*—When requested by the employees concerned, the employer shall provide employees working in the wool scouring dye house, milling and scouring, yarn dyeing and piece carbonizing (except piece drying) departments with suitable protective clothing, such as gloves and top boots or clogs, and (when working with acids) aprons. Employees shall take reasonable care of clothing so provided.

(g) *Tools of Trade.*—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

(h) *Changing Accommodation.*—Separate dressing accommodation shall be provided by the employer for male and female employees.

(i) *Morning Tea.*—Opportunities for morning tea shall be afforded by the employer to female employees between the hours of 10 a.m. and 11 a.m.

(j) *Floor Coverings, &c.*—Where practicable, wooden platforms shall be placed before machines, and no employee shall be called upon to stand on a bare concrete, or brick, or stone floor when operating or attending to a machine.

(25) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for adults set out in clause (2) are based upon the following basic wage rate for adult males and minimum rate for adult females, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board determines that such wages rates shall be automatically increased or decreased by the same amounts and at the same time as such basic wage rate and minimum rate.

The basic wage rate and minimum rate shown hereunder shall be adjusted as prescribed in clause (26).

Place.	Needs Basic Wage (adjustable).	Constant Loading.	Total Basic Wage for Males.	Minimum Wage for Adult Females.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	£ s. d.	
Within the area to which this Determination applies	3 18 0	5 0	4 3 0	2 5 0	<div> <div>Sydney ..</div> <div>Melbourne ..</div> <div>Adelaide ..</div> <div>Perth ..</div> <div>Hobart ..</div> </div> <div>Weighted average.</div>

(26) ADJUSTMENT OF BASIC WAGE FOR ADULT MALES AND MINIMUM RATE FOR ADULT FEMALES.—(a) Until the beginning of the first pay period to commence in November, 1940, the amounts of the basic wage for males and the minimum rate for females shall be as prescribed in clause (25).

(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 basic wage for males and minimum rate for females 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 (25).
- (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 to be ascertained.
- (4) The basic wage for males and minimum rate for females shall be of those respective assigned amounts during such successive period of or near a quarter.

TABLE.

Index Number Divisions.	Needs Basic Wage (adjustable).	Constant Loading.	Total Basic Wage for Males.	Minimum Wage for Adult Females.	Index Number Divisions.	Needs Basic Wage (adjustable).	Constant Loading.	Total Basic Wage for Males.	Minimum Wage for Adult Females.
	£ s. d.	s. d.	£ s. d.	£ s. d.		£ s. d.	s. d.	£ s. d.	£ s. d.
846-858 ..	3 9 0	5 0	3 14 0	2 0 0	957-969 ..	3 18 0	5 0	4 3 0	2 5 0
859-870 ..	3 10 0		3 15 0	2 0 6	970-981 ..	3 19 0		4 4 0	2 5 6
871-882 ..	3 11 0		3 16 0	2 1 0	982-993 ..	4 0 0		4 5 0	2 6 0
883-895 ..	3 12 0		3 17 0	2 1 6	994-1006 ..	4 1 0		4 6 0	2 6 6
896-907 ..	3 13 0		3 18 0	2 2 0	1007-1018 ..	4 2 0		4 7 0	2 7 0
908-919 ..	3 14 0		3 19 0	2 2 6	1019-1030 ..	4 3 0		4 8 0	2 7 6
920-932 ..	3 15 0		4 0 0	2 3 0	1031-1043 ..	4 4 0		4 9 0	2 8 0
933-944 ..	3 16 0		4 1 0	2 3 6	1044-1055 ..	4 5 0		4 10 0	2 8 6
945-956 ..	3 17 0		4 2 0	2 4 6	1056-1067 ..	4 6 0		4 11 0	2 9 0

The Index Number Divisions in this table are based upon the equating of the Index Number 1,000 with a basic wage of 81s. per week, and any extension of the table must be constituted similarly.

(c) The amounts of the weekly rates for Apprentices and Improvers shall be adjusted proportionately to adjustments of the needs basic wage for males and minimum wage for adult females, as the case may be, calculated to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence, and shall accord with the rates payable from time to time under the appropriate award of the Commonwealth Court of Conciliation and Arbitration.

#### SCHEDULE "A"—See clause 22 (h).

##### EMPLOYER'S RETURN IN RESPECT OF OUTSIDE WORKER.

Return for the month of .....

Name of employer .....

Address .....

	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
				Dozen.	£ s. d.	£ s. d.	£ s. d.
Knitted Fabrics ..							
Garments .. ..							
Hose .. ..							
Half Hose .. ..							

Weight and description of raw material supplied .....

By whom made { Name .....

{ Address .....

Signature of employer .....

NOTE.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.  
To be lodged within seven days after the end of each calendar month.



SCHEDULE "B"—See clause 22 (A).  
OUTSIDE WORKER'S RETURN.

For month of \_\_\_\_\_

Name of outside worker \_\_\_\_\_

Address \_\_\_\_\_

	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
				Dozen.	£ s. d.	£ s. d.	£ s. d.
Knitted Fabrics ..							
Garments .. ..							
Hose .. .. .							
Half Hose .. ..							

Weight and description of raw material supplied \_\_\_\_\_

For whom made .. { Name \_\_\_\_\_  
Address \_\_\_\_\_

Signature of outside worker \_\_\_\_\_

NOTE.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.  
To be lodged within seven days after the end of each calendar month.

W. W. HARRIS, Chairman.

REX L. CECIL, Secretary.

Melbourne, 27th September, 1940.





# VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, OCTOBER 11.

[1940

Factories and Shops Acts.

## DETERMINATION OF THE SLAUGHTERING FOR EXPORT BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 18th July, 1938, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the meat export trade at the following classes of work:—

- (a) slaughtering or dressing sheep, lambs, cattle, pigs or calves;
- (b) boning, trimming, or labouring;
- (c) skin store work;—

has made the following Determination, namely:—

(1) That on the 17th October, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

### SHEEP AND LAMBS.

(a) Rates of Pay—

(i) Chain System as hereinafter described—

To slaughtermen employed in Group A, 3s. 10½d. per 100 sheep or lambs slaughtered ..	} Rams (other than ram
To slaughtermen employed in Group B, 41s. 5½d. per 100 sheep or lambs slaughtered ..	} lambs) double rates.

To learners—

For the first 18 days of employment—

From Monday to Friday inclusive .. .. .	16s. 8d. per day
Saturday .. .. .	8s. 2d.

Thereafter until considered competent by the employer—

From Monday to Friday inclusive .. .. .	20s. 8d. per day
Saturday .. .. .	9s. 2d.

The amount to be paid to learners in each team shall be deducted from the total earnings of such team and the balance shall be divided equally between the remainder of such team.

No person under the age of 19 years shall be employed as a learner.

To men employed as pointsmen, men changing from long hook to gambrel and slide, washers, wipers, trimmers and stringers—

Such men shall not be members of the team but shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

When one team only is employed, the composite rate of 45s. 4d. per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 3s. 10½d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 41s. 5½d. per 100 sheep or lambs slaughtered equally between them.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system, 45s. 4d. per 100 sheep or lambs slaughtered. Rams (other than ram lambs)—double rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, inserting spreader, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(3)

## CATTLE.

(a) Rate of Pay to Slaughtermen.—2s. 6½d. per head of cattle slaughtered.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

(4)

## CALVES.

Rates of Pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on .. .. . 41s. 10d. per 100 calves.

Calves 100 lb. and under, skin off, mechanically removed .. .. . 49s. 10d. per 100 calves.

Calves, 101 lb. to 150 lb., skin on .. .. . 54s. 10d. per 100 calves.

Calves, 101 lb. to 150 lb., skin off, mechanically removed .. .. . 64s. 10d. per 100 calves.

Calves, 151 lb. to 200 lb., skin on .. .. . 66s. 10d. per 100 calves.

Calves, 151 lb. to 200 lb., skin off, mechanically removed .. .. . 81s. 10d. per 100 calves.

Calf skimmers engaged skinning cold calves—

Monday to Friday inclusive .. .. . 21s. 8d. per day

Saturday .. .. . 9s. 8d.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on, or excluding the weight of skin where the rate is quoted with skin off.

(5)

## PIGS.

(a) Rates of pay to men slaughtering pigs—

Machine dehaired—

Up to 100 lb. .. .. . 7d. per head.

101 lb. to 200 lb. .. .. . 9½d. per head.

Over 200 lb. .. .. . 1s. 3½d. per head.

Hand scudded—

Up to 100 lb. .. .. . 1s. per head.

101 lb. to 200 lb. .. .. . 1s. 3½d. per head.

Over 200 lb. .. .. . 2s. 0½d. per head.

If pigs are put through singeing machine 6d. per head shall be added to the above rates.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

(6)

JUVENILE WORKERS. For definition see clause 9.			OTHER EMPLOYEES. For definition see Clause 9.		
Wages per Day.			Wages per Day.		
Monday to Friday.			Monday to Friday.		
Saturday.			Saturday.		
s. d.	s. d.		s. d.	s. d.	
16 years and under 17 years ..	6 4	2 3	Boners (Beef and Mutton) ..	22 2	9 2
17 years and under 18 years ..	6 10	2 10	Slicers and Trimmers ..	19 0	8 0
18 years and under 19 years ..	8 2	3 3	Boners' Labourers ..	18 2	7 8
19 years and under 20 years ..	9 3	3 7	Skin Shed Labourers ..	17 11	7 11
20 years and under 21 years ..	13 2	5 4	Other Labourers ..	19 2	8 2

(7) TIMES OF BEGINNING AND ENDING WORK—

Skin Shed Labourers—

From Monday to Friday inclusive .. .. . 7.30 a.m. .. 5 p.m.

Saturday .. .. . 7.30 a.m. .. 11 a.m.

All other employees—

From Monday to Friday inclusive .. .. . 7.15 a.m. .. 4.45 p.m.

Saturday .. .. . 7.15 a.m. .. 10.50 a.m.

Provided that the ordinary hours to be worked on any day by any employee without payment for overtime, as provided for in Clause 8, shall not exceed—

From Monday to Friday inclusive .. .. . 8 hours 10 minutes.

Saturday .. .. . 3 hours 10 minutes.

(8) OVERTIME—

(a) Team Slaughtermen engaged on sheep, lambs or calves—

From Monday to Friday inclusive—

For the first 20 minutes after time of ending work, or in excess of 8 hours 10 minutes work, rate and a quarter, thereafter rate and a half.

Saturday—

For the first 80 minutes after time of ending work, or in excess of 3 hours 10 minutes work, rate and a quarter, thereafter rate and a half.

All work done before time of beginning work, rate and a half.

(b) All other employees—

From Monday to Friday inclusive—

Outside the times of beginning and ending work, or in excess of 8 hours 10 minutes work, time and a half or rate and a half.

Saturday—

Outside the times of beginning and ending work, or in excess of 3 hours 10 minutes work, time and a half or rate and a half.

(9) **DEFINITION.**—A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Washing, wiping, stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, sweeping, carrying gambrels, slides and spreaders, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, working in the beef house for the purpose of learning the trade.

(10) **WAITING TIME.**—(a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 3s. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within 30 minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 3s. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

(11) **MEAL TIME.**—

(a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

(12) **SMOKOS.**—All employees shall be allowed fifteen minutes smoko between 9 a.m. and 10 a.m., and fifteen minutes smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

(13) **GRINDSTONES.**—An employer shall provide grindstones in the proportion of one grindstone to every 20 slaughtermen employed by him.

(14) **WATERPROOF CLOTHING.**—Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers. Such boots and aprons shall remain the property of the employer.

(15) **SPECIAL RATES.**—Slaughtermen shall be paid rate and one half and all other employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day and Butchers' Picnic Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

(16) **HOLIDAYS.**—All employees (other than slaughtermen) shall be entitled to the ten holidays hereinafter mentioned without any deduction of pay, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(17) **WEIGHTS.**—All weights referred to shall mean the frozen weights of animals slaughtered.

(18) **SKINS.**—Skins and hides shall be taken off free from cuts and tears.

(19) **TALLY BOARD.**—Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

(20) **PAY DAY.**—Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

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

J. R. MACPHERSON, Secretary.

Melbourne, 2nd October, 1940.

