



VICTORIA
GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE CARTERS AND DRIVERS 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 15th February, 1938, has had the power to determine the lowest prices or rates which may be paid to any person, employed—

- (1) in carting or driving, or in accompanying a carter or driver, and assisting him in carting, driving, loading, unloading, or delivering in connexion with or incidental to some trade or business, but not including persons employed at such work in connexion with a trade which may be or is the subject of a determination of any of the following boards, viz. :—
- | | |
|--|--|
| Bread Carters Board, | Shops Board, No. 5 (Butchers—Provincial), |
| Chaffcutters Board, | Shops Board, No. 7 (Country Shop Assistants), |
| Coal and Coke Board, | Shops Board, No. 12 (Fuel and Fodder), |
| Quarry Board, | Shops Board, No. 13 (Fuel and Fodder—Country), |
| Shops Board, No. 3 (Butchers), | Shops Board, No. 15 (Grocers); |
| Shops Board, No. 4 (Butchers—Country), | |
- (2) in or in connexion with any stable in which are stabled the horses used in his trade or business by any person subject to the Determination of the said Carters and Drivers Board;
- (3) in driving horse-drawn passenger vehicles hired or plying for hire;
- (4) in the business of a livery stable keeper or in a stable where cabs or cab horses are kept;
- (5) in connexion with motor assembly works, warehouses, or showrooms—
- (a) in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers, or their registration;
 - (b) as instructor driver.

has made the following Determination, namely :—

- (a) That on the 15th March, 1940, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- (b) That Part I. hereof shall apply to all persons other than those mentioned in sub-clauses (c), (d) or (e) hereunder.
- (c) That Part II. hereof shall apply only to persons employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel.
- (d) That Part III. hereof shall apply only to persons employed by retail dairymen.
- (e) That Part IV. hereof shall apply only to persons employed in connexion with the distribution of petrol and petroleum products.

PART I.

(This Part applies to all persons other than those employed (i) as Wharf Druggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

(1)	ADULT EMPLOYEES.		
	WEEKLY WAGE.		
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; within 5 miles of chief Post Office, Warrnambool and within the Mtdara and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving jinker, boiler truck, V or float—			
One horse	4 11 0	4 17 6	4 8 0
Two or three horses	4 16 0	5 2 6	4 13 0
Additional horses—6d. extra per day for each extra horse.			
Employee driving—			
One horse	4 5 0	4 11 6	4 2 0
Two horses	4 10 0	4 16 6	4 7 0
Three horses	4 13 0	4 19 6	4 10 0
Four horses	4 15 0	5 1 6	4 12 0
Five horses	4 16 0	5 2 6	4 13 0
Additional horses—6d. extra per day for each extra horse except where horses are drawing timber on a tram line.			
In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle.			
Employee driving—			
Motor bicycle with side car	4 6 0	4 12 6	4 3 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less	4 10 0	4 16 6	4 7 0
Over 25 cwt., but not over 3 tons	4 14 0	5 0 6	4 11 0
Over 3 tons but under 6 tons	4 17 0	5 3 6	4 14 0
Further tonnage—for each complete ton over 5, an extra 1s. per week.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer.			
Loader	4 7 0	4 13 6	4 4 0
Leading Loader	4 13 0	4 19 6	4 10 0
Stableman	4 3 0	4 9 6	4 0 0
Head stableman	4 7 0	4 13 6	4 4 0
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein	4 8 0	4 14 6	4 5 0
Sanitary carter's mate	4 6 0	4 12 6	4 3 0
Supervisor	4 11 0	4 17 6	4 8 0
Person employed in connexion with motor assembly works, warehouses or show rooms, in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers or their registration, or as instructor driver	4 10 0	4 16 6	4 7 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	4 1 0	4 7 6	3 18 0

(2)	EXTRA RATES.	per week
		s. d.
Further additional amount for employee driving bulk milk vehicle		1 0
Further additional amount for employee driving sanitary vehicle—		
Between 7 a.m. and 10 p.m.		3 0
Between 10 p.m. and 7 a.m.		6 0
Further additional amount for employee carting specially offensive material		6 0
Further additional amount for an employee driver who is required to cart or spread upon the streets, tar or tarred material		6 0
Further additional amount for an employee driver (not a supervisor), who is required in any week to collect moneys and account for them as part of his duties		1 0
Further additional amount for an employee driver (not of milk vehicle) required to act as salesman of goods in his vehicle		1 0

DRIVER PROVIDING STABLING FOR HIS HORSE.

(3) Where a driver is called upon to provide stabling for his horse or horses he shall be paid 5s. per week for each horse stabled in addition to the rate of wages he is receiving at the time. All feed for horses so stabled shall be provided by the employer.

WAGE FOR CASUAL EMPLOYEES.

(4) A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

(5) (a) The minimum rate of wages to be paid per week to a junior other than a junior driving a vehicle shall be as follows:—

	£ s. d.
Under 19 years of age	2 11 0
19 and under 20 years of age	2 17 0
20 years of age and over	Adult rates.

(b) The minimum rates of wage to be paid per week to a junior driving a vehicle shall be—

	£ s. d.
Under 19 years of age	2 15 0
19 and under 20 years of age	3 1 0
20 years of age and over	Adult rates.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Draggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

HIGHEST FUNCTION.

(6) Where an employee is called upon to perform two or more classes of work on any one day he shall for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wages is prescribed.

EMPLOYEE LEARNING ROUND.

(7) No reduction shall be made from his wage when an employee is learning his round.

PAYMENT OF WAGES.

(8) (a) Except as otherwise provided in this clause the following provisions shall apply to the payment of wages:—

(i) Either the Wednesday, the Thursday or the Friday in each week shall be fixed as the pay-day, and the pay-day once so fixed shall not be altered more than once in three months nor without two weeks' notice to the employees.

(ii) All wages shall be paid on such pay-day.

(iii) Where it is practicable to pay the employees on pay-day at the yard or depot the payment of wages shall be made within ten minutes of the time at which the employee ceases duty, and if it is delayed beyond that time through any fault or delay of the employer or because of the place at which the employee has to cease work, the employee shall be paid for the time of delay in excess of ten minutes at the rate of time and a half.

(iv) All earnings including overtime shall be paid within two days of the expiration of the week in which they accrue.

(b) Sub-clause (a) of this clause shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry but the practice followed for the majority of the employees in any establishment in such industry, shall be applied to employees therein covered by this Determination.

(c) This clause shall not apply to the Melbourne and Metropolitan Board of Works.

HOURS.

(9) (a) The maximum ordinary hours shall not exceed 88 per fortnight provided that not more than 48 hours per week shall be worked without payment of overtime.

Such ordinary number of working hours shall not include time worked on a Sunday except in the cases of the following:—

Persons solely carting milk, cream and casein curd or any one or two of them;

Supervisors;

Stablemen who are required to work on a Sunday;

Sanitary carters;

Sanitary carters' mates;

Sanitary depot employees;

Persons employed by the Melbourne and Metropolitan Board of Works in relation to the repairing of a breakdown in connexion with waterworks, sewerage works or main drainage works.

(b) Where an employee's engagement terminates at the end of or during a week then for the purposes of calculating the wages due to him for that week or the portion of that week worked such week shall be regarded as a 44-hour week unless it is part of a definite fortnightly period of 88 hours and the employee has in the previous week worked not more than 40 ordinary hours in which case the week in which termination takes place shall for the purposes aforesaid be regarded as a 48-hour week.

(c) All time worked by a weekly employee in excess of the ordinary number of hours herein proscribed shall be paid for as overtime at the rate of time and a half.

(d) In computing the time to be taken as worked by a weekly employee during a week containing any proscribed holiday to which he is entitled by this Determination, if the holiday be on a day other than Saturday, 8 hours 48 minutes, if the working week be 5 days and 8 hours, if the working week be 5½ days, and if the holiday be on a Saturday, 4 hours shall in respect of the holiday be added as if actually worked to the amount of time actually worked by the employee during the ordinary working days of the week.

Provided that in the case of a stableman if the employer within fourteen days of a proscribed holiday allow to him a day off in lieu of such holiday, the appropriate amount of time shall in like manner be added in respect of the substituted day and the week in which it occurs instead of in respect of the holiday and the week in which it occurs.

Provided further that this sub-clause shall not apply to an employee who in the ordinary course works seven days a week as his week's work.

ORDINARY WORKING TIME PER DAY.

(10) (a) Except as otherwise provided in this clause the time to be worked by a weekly employee without payment of overtime shall not exceed 9 hours 40 minutes on any day from Monday to Friday (both inclusive) or 6 hours on Saturday.

Provided that in summer for a carter of ice or ice-cream the time on Saturday shall be 9 hours 40 minutes instead of 6 hours.

(b) The time to be worked by a casual employee without payment of overtime shall not exceed 8 hours on any day from Monday to Friday (both inclusive) or 4 hours on a Saturday.

(c) All time other than meal times between the earliest starting time and the latest finishing time shall, except in the cases of a livery stable employee and of a carter of milk, cream or casein curd, be considered as time worked.

(d) All time worked by an employee in excess of the time herein proscribed shall be paid for as overtime at the rate of time and a half.

(e) Any such time worked in excess shall not be counted as part of the ordinary working hours per week for a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

RANGE OF ORDINARY WORKING TIME.

(11) (a) Except as otherwise provided in this clause ordinary working time shall not begin before 7 a.m. on any day nor continue after 6 p.m. on any day from Monday to Friday (both inclusive) nor after 1 p.m. on Saturday.

(b) Any time worked by either a weekly or casual employee on any of the said days outside the times prescribed in sub-clause (a) hereof shall be paid for as overtime at the rate of time and a half.

(c) Any time worked outside such times shall not be counted as part of the ordinary working hours per week of a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

(d) Where a weekly employee is employed regularly either on shift or during a daily recurrent period the preceding sub-clauses shall not apply, but for any shift or recurrent period in which is comprised time occurring between 6 p.m. and 7 a.m., the rate of wage elsewhere herein prescribed for the work shall be increased by 5 per centum.

(e) None of the preceding sub-clauses shall apply to—

A stableman or a yardman;

A driver employed at—

a fish, fruit or vegetable store,
a pastry-cook shop,
carting milk, cream or casein curd,
sanitary or rubbish carting,
carting aerated water, ice or ice-cream in summer,
parcel express carting,

or by—

a coach or mail contractor,

PART I.—(continued).

(This Part applies to all persons other than those employed as (i) Wharf Druggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

(f) This Determination shall not operate to relieve employers from complying with any present Statute of the State so far as such Statute deals with the hours at which goods may be carted or delivered, but this sub-clause shall not apply to—

- (i) carting plant or material to or from buildings in course of construction repair or demolition within the area covered by the Melbourne City Council By-Law 233 paragraph 36 or any variation thereof;
- (ii) to the carting by the employer's own vehicles of goods between one part of the employer's business and another part except where such carting is between a part of the business that is wholesale or a factory and a retail part of the business;

and to such extent employers are so relieved.

REST AFTER LONG HOURS.

(12) After any period of work amounting to sixteen hours commencing from the time of beginning work in the morning but exclusive of meal periods and any waiting period during which the employee is stood down and not required to be in attendance on his vehicle or otherwise actually working an employee shall be given a period of eight consecutive hours' rest.

STARTING AND FINISHING WORK.

(13) (a) Where proper facilities are provided for an employee to sign on when beginning work, and to sign off when leaving work, the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning and to finish when he signs off in the evening.

Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot in the evening.

Provided that in any case where the horses are stabled at the driver's own home then the driver shall be allowed twenty minutes in the morning and fifteen minutes in the evening to perform the necessary stable work.

(b) A driver of a milk cart need not sign on or off when he starts and leaves work, but he shall sign the time book or time sheet once a day. Time books now in use may be continued.

ALTERATION OF STARTING AND FINISHING TIMES.

(14) Any employer who has not already done so shall forthwith after the coming into operation of this Determination fix a regular starting time for each of his employees which shall with respect to each such employee be the same time in each day of the week. In any case where it is not so fixed such starting time shall be 7.15 a.m. until it is otherwise fixed by the employer. Where an employer desires to vary or change the regular starting time of any employee or employees he shall give two weeks' notice of such variation or change to the particular employee or employees concerned and also post a notice of the intended change at the depot or yard. Notwithstanding anything herein contained an employer who has fixed a regular starting time may vary same by informing any employee or employees by not later than the time when such employee or employees sign off or leave the depot or yard the previous day that the starting time or times of such employee or employees on any day or days will be a time or times not later by more than one hour than the regular starting time of such employee or employees.

CASUAL EMPLOYEE TO BE NOTIFIED IF NOT REQUIRED.

(15) A casual employee shall be notified at the end of the day if his services are not required next working day: failing such notice a full day's wages shall be paid for the next working day.

WORK ON SUNDAY.

(16) (a) Except as otherwise provided in this clause an employee required to work on Sunday shall in addition to any amount payable in respect of a weekly wage be paid as follows for any time worked on the Sunday with a minimum payment as for three hours—

For a weekly employee attending on Sunday as required to feed and attend to horses where the employer does not employ any stableman	Ordinary time.
For a stableman working seven days or seven nights in one week	Ordinary time.
For a weekly employee driving a sanitary cart or being a sanitary carter's mate or an employee at a sanitary depot	Ordinary time.
For persons employed weekly by the Melbourne and Metropolitan Board of Works in relation to the repair of a breakdown in connexion with waterworks, sewerage works or main drainage works	Ordinary time.
For a supervisor	Ordinary time.
For any other employee	Double time.

(b) sub-clause (a) hereof does not apply to—

- A stableman working day work who receives one clear day's rest in seven or working night work who receives one clear night's rest in seven.
- A driver while solely carting milk, cream and casein curd or any one or two of them.

WEEKLY TIMES OFF.

(17) (a) Every weekly employee shall be entitled to time off from work from the hour of 1 p.m. on some day in the week other than Sunday in addition to the benefit of any holidays prescribed for him by this Determination.

Provided that in the case of shift employees of the Melbourne and Metropolitan Board of Works the time off shall be from 1.45 p.m. instead of from 1 p.m.

(b) A weekly employee being a supervisor, bulk milk carter, sanitary carter, sanitary carter's mate, employee at a sanitary depot or person employed in relation to the repairing of a breakdown in connexion with waterworks, sewerage works or main drainage works shall, in addition to the time off prescribed by sub-clause (a) hereof, be entitled to either Sunday or some other day in each week as a clear day off from work.

(c) A weekly employee being a stableman who is not paid the Sunday rate for work on Sunday shall be entitled if working day work to one clear day and if working night work to one clear night off from work in each week.

HOLIDAYS.

(18) (a) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day, and to one other holiday on the day fixed as follows:—

- For employees of the Melbourne and Metropolitan Board of Works—
Melbourne Cup Day.
- For other employees—
Within 25 miles of the G.P.O., Melbourne—Melbourne Cup Day.
- In any other district—

One day for which a whole or part holiday for the Public Service is gazetted for the district, or in default thereof a day agreed to by the employer and employees concerned and notified beforehand to the Union.

(b) Provided that notwithstanding the provisions of sub-clause (a) hereof where an employee is employed in an employer's industry with respect to which the Determination of any other Wages Board makes provision for public holidays without loss of pay the employer may grant the public holidays provided for in such Determination instead of those abovementioned and sub-clauses (a) and (b) hereof shall be read as if the holidays mentioned in any such Determination had been expressly mentioned herein as an alternative to those set out in sub-clause (a) hereof.

(c) No weekly employee who has without the consent of his employer and without reasonable cause absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Druggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

- (d) For all time worked by a weekly employee on such holidays, payment shall be made at the following rate—
On Good Friday and the Christmas Day holiday—Time and a half.
On any other holiday—Ordinary time.

The minimum payment shall be as for four hours' work except in the case of a carter solely employed to deliver ice to a hospital before 10 a.m.

Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

(e) The preceding part of this clause shall not apply to a stableman, a groom, or a driver carting milk, when doing work solely as such.

- (f) For all time worked by a casual employee on such holidays payment shall be made at the following rate—
On Good Friday and the Christmas Day holiday—Double and a half time.
On any other holiday—Double time.

The minimum payment shall be as for four hours' work except in the case of a carter solely employed to deliver ice to a hospital before 10 a.m. As well as the payment prescribed by this sub-clause the flat addition of 2s. 3d. prescribed by clause (3) shall be paid.

(g) Where a weekly employee is entitled to any holiday prescribed by this Determination, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon and if such notice be not given the employee shall be entitled to take such holiday without deduction of pay.

(h) If an employer intends to carry on business on a day generally observed as a holiday although not prescribed as such in this Determination, and fails to notify a weekly employee not to present himself for duty on such day, he shall not be entitled to make a deduction from the wages of the employee for not so presenting himself.

ANNUAL LEAVE.

(19) (a) Employees continuously employed as hereinafter defined shall in each year commencing with the year 1940 be allowed a holiday at the option of each employer as follows:—

- (i) provided the employee is not required to work on any day between Christmas Day and New Year's Day (both inclusive) the holiday may be from the day observed as Boxing Day to the 31st day of December inclusive and the employer shall pay wages for ordinary working days included in that period; but, otherwise,

(ii) a week's holiday on full pay at some other time during the year. If the employee leave or be dismissed from employment after becoming entitled to such holiday and before receiving same he shall be paid an extra week's wages on such leaving or dismissal.

Provided that where an employee is employed in an employer's industry with respect to which a determination of any other Wages Board provides for annual leave with pay the employer may grant such employee a holiday in accordance with the provisions of such determination instead of under this Determination and this Determination shall be read as if the provisions of such determination had been expressly included herein as an alternative to sub-paragraphs (i) and (ii) hereof.

(b) "Continuously employed" for the purposes of this clause means employed (breaks arising from slackening of work being reckoned as being employed) for the period of twelve months immediately preceding the 25th day of each December except December, 1939. If any employee leaves or is dismissed during any such period he shall be given or paid for holidays *pro rata* in accordance with the length of service in such period, viz., one day for each two months of service and for this purpose the first period shall commence to run on the 25th day of December, 1939.

(c) If the business be sold or transferred during any such period the right of an employee to a holiday shall not be affected by such sale or transfer if he continues in the employment of the business.

- (d) This clause shall not apply to employees covered by clause (20) hereof.

ANNUAL LEAVE FOR MILK CARTERS, SANITARY EMPLOYEES, STABLEMEN, AND OTHERS.

(20) A milk carter, sanitary employee, stableman or other employee shall, if generally required to work seven days in the week, be allowed one week's holiday on full pay at the expiration of each twelve months' service. If an employee leaves or is dismissed before the expiration of twelve months, he shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., one day for each two months of service. If the business be sold or transferred during the period of service, the employee shall be entitled to the week's holiday at the conclusion of twelve months' service with the firm or business.

MEAL TIMES.

(21) (a) Except as otherwise provided in this clause, on all days except Saturday and on Saturday if he so desires in the case of an employee required to continue working after 2 p.m., each employee not working on shift shall be allowed a break of one hour without pay as a meal time to begin not earlier than 11.30 a.m. nor later than 1.30 p.m.

If the break be not so allowed all time worked after 1.30 p.m. until a break of one hour without pay for a meal time is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

(b) Except as otherwise provided in this clause no employee shall be required to work for longer than 5½ hours without a break for a meal time of one hour, or half an hour in the case of an evening meal without pay, but this sub-clause shall not apply to the driver of a retail milk vehicle working in the early morning.

All time worked over 5½ hours until such a break is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

This sub-clause shall not apply to the evening meal time in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m., Monday to Friday inclusive, and 1.30 p.m. on Saturday.

(c) In the case of any employee of the Melbourne and Metropolitan Board of Works breaks may be of 45 minutes instead of one hour.

(d) Where an employee is required otherwise than because of his own default or delay to continue working after 6 p.m. without having been informed in some way on the preceding working day that he will be so required he shall be allowed 1s. 6d. as tea money.

An employee who is notified under this sub-clause that he will be required to continue working, but who is not so required to continue working, shall be paid the prescribed tea money.

This sub-clause shall not apply in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m.

The obligation to pay ordinary time under this clause in addition to weekly or other wages and overtime under any other clause of this Determination shall not be cumulative, but the employee in cases coming within this clause (21) shall be entitled only to the higher payment.

THE CONTRACT OF EMPLOYMENT.

(22) Where an employee is usually employed without any express undertaking to employ him for at least one week his employment shall be deemed to be that of a casual employee, but in all other cases where an employee is not in express terms engaged as a casual employee, he shall be deemed to be, and be employed as a weekly employee.

The following shall be the terms and conditions of weekly employment:—

- (a) The engagement shall not be determined on either side, except upon one week's notice, which may be given at any time but an employer may pay one week's wages in lieu of giving such notice.

(b) Where a notice is given by an employer purporting to expire within the week next preceding Christmas Day or Good Friday, but the employer expressly or impliedly allows the employee to believe that he is to resume work not later than one week after New Year's Day or Easter Monday as the case may be, such notice shall have no effect, and the engagement shall be deemed to have continued unaffected by such notice.

(c) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(d) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date shall not be deemed a valid notice unless given during a general or shipping or coal strike.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Druggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products).

- (e) Subject to sub-clause (f) hereof an employee to become entitled to payment of the weekly wage prescribed by this Determination is to be available, ready, and willing to perform such work as the employer shall from time to time require on the day and during the hours usually worked by the class of employee comprising him, but any employee so available ready and willing to work for the whole week and not justifiably dismissed for any reason set out in sub-clause (h) of this clause shall be entitled to a full week's wage.
- (f) Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of the employment. Provided that where an employee is in the service of an employer for a year and has had no sick pay in such year as prescribed and such employee continues in such service he shall not, if he becomes disabled as previously mentioned during the ensuing year, be entitled to absent himself without deduction of pay for more than four days in such ensuing year, but the number of days in any quarter or other longer period as aforesaid in such ensuing year on which he shall be entitled to so absent himself shall be increased within such quarter or period until the total number of days amount to four. For the purposes of this sub-clause "year" shall mean each succeeding period from the 1st day of November to the 31st day of October inclusive. In computing the time to be taken as worked by a weekly employee during a week containing any day of such absence to which he is entitled by this sub-clause without deduction of pay, if the day be other than a Saturday, 8 hours 48 minutes, and if the day be a Saturday, 4 hours shall in respect of the day be added as if actually worked to the amount of time actually worked by the employee during the other working days of the week.
- (g) Subject to sub-clause (f) hereof and to the provisions of this Determination as to holidays, if an employee absents himself from work his employer shall be entitled to deduct from his week's wages an amount corresponding with the period of absence.
- (h) Notwithstanding anything elsewhere in this clause contained an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct, or carelessness in the performance of his duties, or if after receiving one week's notice of determination of engagement he does not carry out his duties in the same manner as before such notice.
- (i) If an employee be justifiably dismissed for any reason set out in the sub-clause (h) hereof he shall be entitled to payment proportionate to the time worked, but to that only.
- (j) Should any employee be dismissed during the course of a week, any wages due to him under this Determination shall be paid to him forthwith.

JUNIORS NOT TO BE EMPLOYED IN CERTAIN CASES.

(23) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District as defined in the Factories and Shops Acts, and no improver under eighteen years of age shall be permitted to have sole charge of a motor vehicle.

PROPORTION OF JUNIORS.

(24) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

TIME BOOKS.

- (25) (a) Each employer shall, at the depot or yard at or from or in connexion with which the employee works or at an office convenient thereto, keep a record or time book showing the name of each employee in which shall be entered the time of starting and finishing work each day, and the amount of overtime worked and the wages and overtime paid to each employee. Provided proper facilities are provided by the employer for the purpose, such record or time book shall (so far as his starting and finishing time each day is concerned) be made or entered by the employee at the time of starting and finishing work each day.
- (b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.
- (c) Such record or time book shall on demand be produced by the employer to any officials (not more than two in number at any one time) of the Union duly authorized in writing by the president and secretary of the local branch or sub-branch of the Union at the place where the record or time book is kept. No demand for production need be complied with until after the expiration of seven days in the case of the first inspection but subject thereto any demand for production made between the hours of 10 a.m. and noon and 2 p.m. and 4 p.m., Saturday afternoons and public holidays excepted, on any day between the 1st and the 27th inclusive in each calendar month except on pay day shall be complied with forthwith. If the time of any such demand shall not be reasonably suitable to an employer (the burden of proof whereof shall be on the employer) for a full and particular inspection and examination of such time book or record by the officials the employer shall nevertheless produce at such time such time book or record to the officials who shall be then entitled to examine such book or record for the purpose of seeing the nature and general state and condition thereof. A time shall then be agreed upon for the further examination of particulars thereof by such officials and, if not agreed upon, such time between the above hours shall be fixed by the officials and shall not be less than 24 hours or 48 hours in the case of a demand on the day before pay day after the time of the first demand. The officials shall in fixing such time have due regard to the exigencies of the employer's business and must complete each inspection as quickly as reasonably practicable.
- (d) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee, in which case each employee shall, at the end of the week, enter or record the wages and overtime received on some card or check used in connexion with such clock.
- (e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

DETERMINATION TO BE EXHIBITED.

(26) A copy of this Determination shall be exhibited by each employer where the industry is carried on, by being posted or hung up in a place where it is easily accessible to the employees without having to ask the permission of the employer.

LIMITATION OF EMPLOYERS' LIABILITY.

(27) 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 employer shall not be liable to pay to the employee any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of three 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 or by the local representative of the Union.

TEMPORARY CHANGE OF STABLE.

- (28) (a) If after an employee has come to work as required at one starting place, his employer transfers him to another starting place any reasonable cost of fares incurred in going to or from the latter place shall be paid by the employer.
- (b) If an employee is transferred temporarily to work at or from a starting place which requires him to travel from his home at least 1 mile more than is required by his ordinary starting place, any extra time so caused to be used by the employee shall be paid for at the rate of ordinary time, and any reasonable extra cost of fares so caused shall be paid by the employer.

TRAVELLING ALLOWANCES.

- (29) (a) An employee engaged in ordinary travelling on duty or on work on which he is unable to return to his home at night shall be paid such personal expenses as he reasonably incurs in travelling, but he shall be paid the sum of 8s. 6d. per day at least. Provided that where an employee travels by boat or other conveyance in which his ticket includes meals and bed, he shall not be entitled to the said allowance, and provided that where an employer carrying on a coach and mail service provides or is willing to provide meals and bed the employee is to have the option of receiving 8s. 6d. per day or accepting the meals and bed provided by the employer.
- (b) An employee prevented from returning with his turnout to the depot or yard from which he started shall be paid any travelling expenses he has to incur, and as if for time worked for the time he reasonably takes to get to his home beyond the time he ordinarily would have taken to get to his home from the depot or yard.

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Druggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

GEAR AND ROPES TO BE SUPPLIED BY EMPLOYER.

(30) An employer shall supply his employees with all gear to secure any loads to be carted by them, and necessary ropes, chains, hooks, trucks, and skids, and effective lamps.

HEAVY ARTICLES.

(31) An employee unaided by proper auxiliary appliances or by another man shall not be permitted to lift or carry goods over 200 lb. in weight.

ARTICLES OF CLOTHING.

(32) Where an employee is required by law or by his employer to wear any special uniform, cap, overall, or other article, it shall be supplied and paid for by the employer.

HOUSING.

(33) (a) Any employee required by his employer to live at a stable, yard, or garage, shall be provided with suitable accommodation for such employee free of cost.

(b) If an employer provides proper housing accommodation for an employee and his wife and family where such employee elects to live the employer shall be entitled to charge a rent not exceeding 10s. per week and not exceeding half the rent at which a similar house in the same locality would ordinarily let.

DEFINITIONS.

(34) Unless a contrary intention appears expressions used in this Determination shall have meanings as follows:—

- (a) "Junior" means any person under the age of 20 years in receipt of less than the adult wage.
- (b) "Casual employee" means an employee who is not employed as a weekly employee.
- (c) "Head stableman" means a stableman in charge of or directing the work of other stablemen.
- (d) "Yardman" means any employee, not otherwise specified, employed in or in connexion with a stable, yard, or garage.
- (e) "Horse driver's assistant" and "motor driver's assistant" means any employee who accompanies the driver to assist in loading, unloading, or delivering.
- (f) "Loader" means any employee engaged in loading or unloading any goods, wares, merchandise, or materials on to or from any vehicle and in work incidental to such loading or unloading.
- (g) "Bulk milk carter" means an employee solely engaged in carting milk or cream in bulk.
- (h) "Supervisor" means any person whose duty it is, in addition to carting or driving, to collect moneys and exercise supervision over the work of drivers or other employees.
- (i) "Official" means any person authorized in writing by the president and secretary of the local branch or sub-branch of the Transport Workers Union of Australia.
- (j) "Sanitary carter's mate" means an employee who accompanies the driver to assist in loading or unloading.
- (k) "Jinker" means a vehicle with a forecarriage, or a vehicle (where a dray takes the place of the forecarriage) and a bow axle under which the load is slung.
- (l) "Boiler truck" means a vehicle on four low wheels, with or without springs, generally used for the carrying of boilers.
- (m) "Float" means a vehicle on four wheels with or without springs generally used for carrying plate glass or other heavy material.
- (n) "Specially offensive material" means bone dust, bones, and blood manure, dead animals, offal, fat (including that which is carted from hotels or restaurants or other places in kerosene tins), tallow in secondhand casks, green skins, raw hides, and sheep skins when fly-blown or maggoty, sausage skin casings, except when packed in non-leaky containers for consumption.
- (o) "Horse" means any beast of burden except a bullock.
- (p) "Saturday" for the purpose of this Determination means either Saturday or such other day as is at present observed as the weekly half-holiday in a particular industry or district.
- (q) "Holiday" means any holiday prescribed by this Determination.
- (r) "Winter" means from the 15th day of April to the 15th day of October, inclusive.
- (s) "Summer" means from the 16th day of October to the 14th day of April, inclusive.
- (t) "Rate of ordinary time, of time and a half, of double time, of double time and half time, and of treble time," and any like expression means respectively a rate per hour of 1/44, 3/88, 1/22, 5/88, and 3/44 of the prescribed weekly rate for the relevant class of employee;
- (u) "Shift," or any like expression, means work done in relay by successive men or sets of men without any considerable break between the ending of work by one man or set and the beginning of work by the next man or set.
- (v) "Makers capacity" means the capacity shown on the certificate of registration issued under the Motor Car Acts.
- (w) "Union" means the Transport Workers Union of Australia.

PERIODICAL ADJUSTMENT OF WAGES.

(35) The wages rate set out in clause (1) of this Part are based upon the following basic wage 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.

The basic wage shall be adjusted as prescribed in clause (36) of this Part.

Basic Wage.

Place.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.	Index number set assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d. 3 15 0	s. d. 6 0	£ s. d. 4 1 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne				
Within 5 miles of chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—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				

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Druggers (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

ADJUSTMENT OF NEEDS BASIC WAGE.

(36) (a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in Clause (35) of this Part.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November or a February the amount of the needs basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's 'All Items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(1) The index number set to be applied to a place is that assigned thereto in clause (35) of this Part.

(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 in any extension thereof) to the index number division comprising that number are to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period of or near a quarter.

Table.

Index number divisions.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.	
			per week	
	£ s. d.		£ s. d.	
797-808	3 5 0	Gs.	3 11 0	
809-820	3 6 0		3 12 0	
821-833	3 7 0		3 13 0	
834-845	3 8 0		3 14 0	
846-858	3 9 0		3 15 0	
859-870	3 10 0		3 16 0	
871-882	3 11 0		3 17 0	
883-895	3 12 0		3 18 0	
896-907	3 13 0		3 19 0	
908-919	3 14 0		4 0 0	
920-932	3 15 0		4 1 0	
933-944	3 16 0		4 2 0	
945-956	3 17 0		4 3 0	
957-969	3 18 0		4 4 0	
970-981	3 19 0		4 5 0	
982-993	4 0 0		4 6 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 this table must be of the same construction as the table.

PART II.

(This part applies only to persons employed as Wharf Druggers.)

RATES OF WAGE.

(1) The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 2s. per hour with a minimum payment as for two hours and in addition the sum of 2s. 3d. for each day on which work is done by the employee. For this purpose a "day" means the period between 8 a.m. one day and 8 a.m. the succeeding day.

ORDINARY HOURS OF EMPLOYMENT.

(2) The ordinary hours of duty shall be—

From Monday to Friday inclusive—8 a.m. to 5 p.m.

Saturday—8 a.m. to noon.

Except that taking horses from the stable to the wharf at the commencement of employment, or returning the horses from the wharf to the stable at the conclusion of employment either before or after the ordinary hours of duty set out above shall be paid for as ordinary time.

OVERTIME.

(3) Overtime as hereinafter defined shall be paid for at the following rates (in addition to the 2s. 3d. prescribed by clause 1 hereof):—

(a) Between 6 p.m. and midnight—

Monday to Friday inclusive—Ordinary rate and a half.

Between midnight and 7 a.m.—Monday to Saturday inclusive—Double ordinary rate.

(b) Where tea hour is observed from 6 p.m. to 7 p.m. by the waterside workers with whom the employee is working the employee shall be paid at the rate of ordinary rate and a half between 5 p.m. and 6 p.m.

(c) For work done on Saturday between noon and midnight and from midnight on Sunday to 7 a.m. on Monday double ordinary rates shall be paid.

(d) For work done on ordinary holidays the rates shall be—

Between midnight and 7 a.m.—Two and one half times the ordinary rate.

Between 8 a.m. and 5 p.m.—Ordinary rate and a half.

Between 5 p.m. and midnight—Double ordinary rate.

(e) For work done between midnight on Saturday and midnight on Sunday and between midnight and midnight on extraordinary holidays two and a half times the ordinary rate shall be paid.

(f) For work done during ordinary hours for more than 88 hours per fortnight or 48 hours in any one week (exclusive of meal times and smoke-obs)—for such excess ordinary rate and a half.

(g) Men engaged to work between midnight and 7 a.m. under the preceding sub-clauses (c), (d) and (e) hereof shall be paid for at least four hours at the appropriate rate.

MEAL HOURS.

(4) The hours for meals shall be—

Breakfast—7 a.m. to 8 a.m.

Dinner—Noon to 1 p.m.

Tea—5 p.m. to 6 p.m.

Supper—Midnight to 1 a.m. but when work begins at midnight supper periods are not to be observed.

When frozen cargo is being handled the meal hour may be postponed without payment of additional rate for any time not exceeding half an hour if such suspension is necessary to complete the unloading of a truck, motor waggon or vehicle the unloading of which was started before the time fixed for the meal hour.

PART II.—(continued).

(This Part applies only to persons employed as Wharf Dragger.)

WORKING DURING MEAL HOURS.

(5) (a) Work for the purposes of this clause shall not be deemed to mean the necessary watering and feeding of horses. If employers require work during a meal hour the rates set out hereunder shall be paid for such meal hour or portion thereof worked.

	Ordinary days.	Ordinary holidays.	Saturday afternoons.	Sundays and extraordinary holidays.
	Per hour.	Per hour.	Per hour.	Per hour.
	s. d.	s. d.	s. d.	s. d.
Supper (except where employment begins at midnight)	6 0	7 0	..	7 0
Breakfast where work commences prior to 7 a.m.	6 0	7 0	..	7 0
Breakfast where work commences at 7 a.m.	4 0	5 0	..	7 0
Dinner	4 0	5 0	6 0	7 0
Tea except as provided in clause 4 (b) hereof	4 0	6 0	6 0	7 0

(b) Employees shall at the employer's option work during such meal hours as are worked by the waterside workers with whom they are working but not otherwise.

(c) In ports where meals are supplied by the employers the payment for work during meal hours shall not apply where the employers in order to expedite the sailing of a vessel arrange for the meal to be supplied either one hour prior to or one hour later than the otherwise specified time of such meal hour. In such cases the employers shall be entitled to arrange meal times within the stipulated period.

SMOKE-OHS.

(6) Employees shall be entitled without loss of pay to the same breaks in their work as are actually observed by the waterside workers with whom they are working but shall feed and water their horses during such smoke-ohs if necessary.

WORKING THROUGH SMOKE-OHS.

(7) (a) The employees shall not be entitled to the said breaks of work if the employer be willing to pay double the appropriate rate for the work done during the smoke-oh or where the actual work commences less than two hours before the time of the break.

(b) For work done during smoke-ohs (other than the necessary feeding and watering of horses) double the appropriate rate shall be paid for the time actually worked.

TIME OF DUTY.

(8) The time of duty shall begin at the time and place at which the employee is directed to present himself for work or for conveyance to work.

PROVISION FOR MEALS.

(9) Where employees are required to work after 5 p.m. or after 6 p.m. in ports where the meal hour is observed by mutual arrangement from 6 p.m. to 7 p.m. at or before the time they are knocked off for the midday meal on the day on which they are so expected to work, or if engaged at the afternoon pick-up on that day—at the time picked-up—they shall be notified by the foreman or other representative of the employer of the probable period of time for which their services will be required before they are discharged or dismissed and ordered for resumption for the next period of work, and will thereupon make provision for meals necessary during such period mentioned, subject to the following conditions:—

- (i) If any meals necessary after 5 p.m. or after 6 p.m. in ports where the meal hour is observed from 6 p.m. to 7 p.m. within that period are provided and not required by the employee owing to work not being available, each such employee shall be paid the sum of 1s. 6d. for each such meal provided and not required.
- (ii) If the work exceeds the time mentioned by the foreman or other representative of the employer, and continues beyond a meal hour, and an extra meal or meals have to be obtained away from home, each such employee shall be paid the sum of 1s. 6d. for each such meal.
- (iii) If the employees are not notified as beforementioned and work continues beyond a meal hour, they shall each be paid 1s. 6d. for each meal obtained away from home.
- (iv) Where employees have been notified and work continues into and through the last meal hour to a finish, no payment shall be due for such meal not partaken during the meal hour time at which the last meal hour would have been observed.
- (v) The employer shall not be liable for these payments if he provide employees with proper meals.
- (vi) Employees required to work beyond the midday meal on Saturday shall receive notice of that fact before leaving work on Friday if resuming at the same job, or at the time of engagement—if engaged for work commencing on Saturday morning—and for meals required after midday, shall be notified at or before the midday break on the job.
- (vii) Employees engaged to commence work or ordered to resume work prior to the breakfast meal hour on the following working day and who are required beyond that meal hour, unless notified as beforementioned, shall be entitled to payment of the meal allowance.
- (viii) For the purposes of this Determination notice given by a foreman or other representative of the employer, to one man in each gang, shall be deemed to be notice to all employees engaged.

HOLIDAYS.

(10) (a) The holidays shall be as follows:—

Extraordinary holidays.—Christmas Day, Good Friday, Eight Hours Day, and Sundays.

Ordinary Holidays.—New Year's Day, Easter Monday, King's Birthday, Boxing Day, Australia Day, Melbourne Cup Day, and Anzac Day.

(b) "Australia Day" shall mean the day in January observed as such.

(c) "Holidays" shall mean the days prescribed under the law of the State to be observed in lieu of the actual holidays mentioned unless there be no such day prescribed in which case the day to be observed shall be the day on which the holiday falls.

EMPLOYEES TO WHOM THIS PART APPLIES.

(11) This Part of this Determination shall apply to casual employees and except as to clause (1) hereof and the provision for payment of 2s. 3d. contained in clause (3) hereof shall apply to such permanent carters or drivers on weekly engagement as may be temporarily engaged in the occupation of dragging whilst they are so employed in lieu of the provisions dealing with the same subject matter in Part I hereof.

THE OCCUPATION.

(12) The duties of a dragger shall be to attend to and/or drive his horse and to attach the horse to the truck. He shall also be responsible for the safe conduct of the load (but not any loading or unloading) whilst on the truck. In the case of an emergency only a dragger may, if agreeable, do other work provided that for each hour or part of an hour so employed he shall be paid the ruling rate prescribed by any Determination for the particular class of work done.

INCORPORATION OF PROVISIONS OF PART I.

(13) The provisions of clauses 8, 13 (a), 25, 26, and 27 of Part I of this Determination are hereby incorporated in this Part.

PART II.—(continued).

(This Part applies only to persons employed as Wharf Driggers.)

PERIODICAL ADJUSTMENT OF WAGE RATES.

(14) (a) Until the beginning of the first pay period to commence in May, 1940, the rate of wage shall be the amount prescribed in clause (1) of this Part.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November, or a February the amount of the said rate shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's 'All Items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(1) The index number for Melbourne is to be applied.
 (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 amount of addition or deduction assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(4) That assigned amount shall for work done during such period of or near a quarter be added to or deducted from the originally prescribed amount of the rate in accordance with that table.

(6) The division called "original" in the following table is that for the needs basic wage upon which the rate is to be deemed to have been originally prescribed.

Table.

Original index number division, 920-932.

Index number divisions for deductions.	Amounts of addition or deduction.	Index number divisions for additions.	Index number divisions for deductions.	Amounts of addition or deduction.	Index number divisions for additions.
920-932	<i>d.</i> nil	920-932	859-870	<i>d.</i> 1 ⁴ / ₁₁	982-993
908-919	0 ³ / ₁₁	933-944	846-858	1 ⁷ / ₁₁	994-1006
896-907	0 ⁴ / ₁₁	945-956	834-845	1 ¹⁰ / ₁₁	1007-1018
883-895	0 ⁸ / ₁₁	967-969	821-833	2 ² / ₁₁	1019-1030
871-882	1 ¹ / ₁₁	970-981	809-820	2 ⁵ / ₁₁	1031-1043

PART III.

(This Part applies only to persons employed by Retail Dairymen.)

(1) **ADULT EMPLOYEES.**

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong, within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving—			
One horse	4 5 0	4 11 6	4 2 0
Two horses	4 10 0	4 16 6	4 7 0
Employee driving—			
Motor bicycle with side car	4 6 0	4 12 6	4 3 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less	4 10 0	4 16 6	4 7 0
Over 25 cwt. but not over 3 tons	4 14 0	5 0 6	4 11 0
Over 3 tons but under 6 tons	4 17 0	5 3 6	4 14 0
Further tonnage—for each complete ton over 5 an extra 1s. per week .. .. .	..	..	..
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer .. .. .	..	..	..
Stableman	4 3 0	4 9 6	4 0 0
Head stableman	4 7 0	4 13 6	4 4 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	4 1 0	4 7 6	3 18 0

(2) **EXTRA RATES.** Per week.

Further additional amount for employee driving retail milk vehicle	9 0
Further additional amount for employee of retail dairyman driving bulk milk vehicle	1 0

DRIVER PROVIDING STABLING FOR HIS HORSE.

(3) Where a driver is called upon to provide stabling for his horse or horses he shall be paid 5s. per week for each horse stabled in addition to the rate of wages he is receiving at the time. All feed for horses so stabled shall be provided by the employer.

WAGE FOR CASUAL EMPLOYEES.

(4) A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

(5) The minimum rate of wages to be paid per week to a junior shall be as follows:—

Under 19 years of age	£ s. d.
19 and under 20 years of age	2 15 0
20 years of age and over	3 1 0
	Adult rate.

HIGHEST FUNCTION.

(6) Where an employee is called upon to perform two or more classes of work on any one day he shall for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wages is prescribed.

PART III.—(continued).**(This Part applies only to persons employed by Retail Dairymen.)****EMPLOYEE LEARNING ROUND.**

(7) No reduction shall be made from his wage when an employee is learning his round.

PAYMENT OF WAGES.

(8) The following provisions shall apply to the payment of wages:—

- (a) Either the Wednesday, the Thursday, or the Friday in each week shall be fixed as the pay-day, and the pay-day once so fixed shall not be altered more than once in three months nor without two weeks' notice to the employees.
- (b) All wages shall be paid on such pay-day.
- (c) Where it is practicable to pay the employees on pay-day at the yard or depot the payment of wages shall be made within ten minutes of the time at which the employee ceases duty, and if it is delayed beyond that time through any fault or delay of the employer or because of the place at which the employee has to cease work, the employee shall be paid for the time of delay in excess of ten minutes at the rate of time and a half.
- (d) All earnings, including overtime, shall be paid within two days of the expiration of the week in which they accrue.

ORDINARY WORKING HOURS PER WEEK.

(9) (a) The ordinary working hours per week for a weekly employee shall be 44. Such ordinary number of working hours shall include time worked on a Sunday.

(b) All time worked by a weekly employee in excess of the ordinary number of hours herein prescribed shall be paid for as overtime at the rate of time and a half.

(c) In computing the time to be taken as worked by a weekly employee during a week containing any prescribed holiday to which he is entitled by this Determination, if the holiday be on a day other than Saturday, eight hours, and if the holiday be on a Saturday, four hours shall in respect of the holiday be added as if actually worked to the amount of time actually worked by the employee during the ordinary working days of the week.

Provided that in the case of a stableman, if the employer within fourteen days of a prescribed holiday allow to him a day off in lieu of such holiday, the appropriate amount of time shall in like manner be added in respect of the substituted day and the week in which it occurs instead of in respect of the holiday and the week in which it occurs:

Provided further that this sub-clause shall not apply to an employee who in the ordinary course works seven days a week as his week's work.

ORDINARY WORKING TIME PER DAY.

(10) The work of each day or shift of drivers of retail milk vehicles or assistants on such vehicles shall be continuous: Provided that all work done by such in any capacity in excess of seven hours on any day shall not be counted as part of the ordinary working hours per week for a weekly employee and shall be paid for at the rate of time and a half in addition to any amount payable in respect of the weekly wage.

RANGE OF ORDINARY WORKING TIME.

(11) (a) All work done by a driver of a retail milk vehicle or an assistant on such a vehicle in any capacity before the hour of 1 a.m. or after the hour of 10 a.m. on any day shall be paid for at the rate of time and a half irrespective of the number of hours worked for the day or week. Except that in the case of such employees on retail milk vehicles delivering milk to shops, factories, warehouses, or offices inside the City boundaries as defined by the Milk Board Regulations, viz., Flinders-street to Lonsdale-street and Spring-street to Spencer-street and in the case of employees on retail milk vehicles wholly delivering milk to milk bars, institutions, shops, hotels, hospitals, boarding houses and like places as "semi-wholesale" milk, all work done before the hour of 5 a.m. or after the hour of noon on any day shall be paid for at the rate of time and a half.

(b) Any time worked outside such hours shall not be counted as part of the ordinary working hours per week of a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

(c) This Determination shall not operate to relieve employers from complying with any present Statute of the State or regulation thereunder so far as such Statute or regulation deals with the hours at which goods may be carted or delivered.

STARTING AND FINISHING WORK.

(12) Where proper facilities are provided for an employee to sign on when beginning work and to sign off when leaving work, the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning and to finish when he signs off.

Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot.

Provided that in any case where the horses are stabled at the driver's own home then the driver shall be allowed twenty minutes in the morning and fifteen minutes in the evening to perform the necessary stable work.

ALTERATION OF STARTING AND FINISHING TIMES.

(13) Where an employer desires to vary or change his starting and finishing time, he shall give one week's notice in writing of such variation or change to his employees.

CASUAL EMPLOYEE TO BE NOTIFIED IF NOT REQUIRED.

(14) A casual employee shall be notified at the end of the day if his services are not required next working day; failing such notice a full day's wages shall be paid for the next working day.

WORK ON SUNDAY.

(15) (a) Except as otherwise provided in this clause an employee required to work on Sunday shall in addition to any amount payable in respect of a weekly wage be paid as follows for any time worked on the Sunday with a minimum payment as for three hours—

For a stableman working seven days or seven nights in one week—Ordinary time.

For any other employee—Double time.

(b) Sub-clause (a) hereof does not apply to—

A stableman working day work who receives one clear day's rest in seven or working night work who receives one clear night's rest in seven.

A driver while solely carting milk, cream and casein curd or any one or two of them.

WEEKLY TIME OFF.

(16) (a) Every weekly employee other than a retail milk carter shall be entitled to time off from work from the hour of 1 p.m. on some day in the week other than Sunday in addition to the benefit of any holidays prescribed for him by this Determination.

(b) A weekly employee being a bulk milk carter, shall in addition to the time off prescribed by sub-clause (a) hereof, be entitled to either Sunday or some other day in each week as a clear day off from work.

(c) A weekly employee being a stableman who is not paid the Sunday rate for work on Sunday shall be entitled if working day work to one clear day off, and if working night work to one clear night off from work in each week.

HOLIDAYS.

(17) (a) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Eight Hours' Day, Christmas Day, Boxing Day and Melbourne Cup Day.

(b) No weekly employee who has without the consent of his employer and without reasonable cause absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

PART III.—(continued.)**(This Part applies only to persons employed by Retail Dairymen.)**

(c) For all time worked by a weekly employee on such holidays, payment shall be made at the following rate:—On Good Friday and the Christmas Day holiday—Time and a half. On any other holiday—Ordinary time.

The minimum payment shall be as for four hours' work.

Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

(d) The preceding part of this clause shall not apply to a stableman, or a driver carting milk, when doing work solely as such.

(e) For all time worked by a casual employee on such holidays payment shall be made at the following rate:—On Good Friday and the Christmas Day holiday—Double and a half time. On any other holiday—Double time.

The minimum payment shall be as for four hours' work. As well as the payment prescribed by this sub-clause the flat addition of 2s. 3d. prescribed by clause (4) hereof shall be paid.

(f) Where a weekly employee is entitled to any holiday prescribed by this Determination, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon, and if such notice be not given the employee shall be entitled to take such holiday without deduction of pay.

(g) If an employer intends not to carry on business on a day generally observed as a holiday although not prescribed as such in this Determination and fails to notify a weekly employee to present himself for duty on such day, he shall not be entitled to make a deduction from the wages of the employee for not so presenting himself.

ANNUAL LEAVE FOR MILK CARTERS, COLLECTORS, STABLEMEN AND OTHERS.

(18) A milk carter, stableman or other employee shall, if generally required to work seven days in a week, be allowed two weeks' holiday and any other employee one week's holiday on full pay at the expiration of each twelve months' service. If an employee leaves or is dismissed before the expiration of twelve months, he shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., in the case of a milk carter, stableman or other employee generally required to work seven days a week, one day for each month of service; and in the case of any other employee, one day for each two months of service. If the business be sold or transferred during the period of service, the employee shall be entitled to the two weeks' or the week's holiday as the case may be at the conclusion of twelve months' service with the firm or business.

THE CONTRACT OF EMPLOYMENT.

(19) Where an employee is usually employed without any express undertaking to employ him for at least one week his employment shall be deemed to be that of a casual employee, but in all other cases where an employee is not in express terms engaged as a casual employee, he shall be deemed to be, and be employed as a weekly employee.

The following shall be terms and conditions of weekly employment:—

(a) The engagement shall not be determined on either side except upon one week's notice which may be given at any time, but an employer may pay one week's wages in lieu of giving such notice.

(b) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(c) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date shall not be deemed a valid notice.

(d) Subject to sub-clause (e) of this clause an employee to become entitled to payment of the weekly wage prescribed by this Determination is to be available ready and willing to perform such work as the employer shall from time to time require on the day and during the hours usually worked by the class of employee comprising him, but any employee so available ready and willing to work for the whole week and not justifiably dismissed for any reason set out in sub-clause (g) of this clause shall be entitled to a full week's wage.

(e) Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of the employment.

Provided that where an employee is in the service of an employer for a year and has had no sick pay in such year as prescribed and such employee continues in such service he shall not, if he become disabled as previously mentioned during the ensuing year, be entitled to absent himself without deduction of pay for more than four days in such ensuing year, but the number of days in any quarter or other longer period as aforesaid on which he shall be entitled to so absent himself shall be increased within such quarter or period until the total number of days amount to four and thereafter he shall not be entitled during such ensuing year to any further absence on account of such disability without deduction of pay.

For the purposes of this sub-clause "year" shall mean each succeeding period from the 1st day of November to the 31st day of October inclusive.

(f) Subject to sub-clause (e) of this clause and to the provisions of this Determination as to holidays, if an employee absents himself from work his employer shall be entitled to deduct from his week's wages an amount corresponding with the period of absence.

(g) Notwithstanding anything elsewhere in this clause contained an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct, or carelessness in the performance of his duties, or if after receiving one week's notice of determination of engagement he does not carry out his duties in the same manner as before such notice.

(h) If an employee be justifiably dismissed for any reason set out in sub-clause (g) hereof he shall be entitled to payment proportionate to the time worked, but to that only.

(i) Should any employee be dismissed during the course of a week, any wages due to him under this Determination shall be paid to him forthwith.

JUNIORS NOT TO BE EMPLOYED IN CERTAIN CASES.

(20) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District as defined in the Factories and Shops Acts, and no improver under eighteen years of age shall be permitted to have sole charge of a motor vehicle.

PROPORTION OF JUNIORS.

(21) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

TIME BOOKS.

(22) (a) Each employer shall at the depot or yard at or from or in connexion with which the employee works or at an office convenient thereto keep a record or time book showing the name of each employee working for him in which shall be entered the time of starting and finishing work each day and the amount of overtime worked and the wages and overtime paid to each employee.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall on demand be produced by the employer for inspection to any officials (not more than three in number at the one time) of the Union duly authorized in writing by the president and secretary of the local branch or sub-branch of the Union, at the place where the record or time book is kept. Such inspection must be completed as soon as is reasonably practicable.

(d) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee in which case each employee shall, at the end of the week, enter or record the wages and overtime received on some card or check used in connexion with such clock.

(e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

DETERMINATION TO BE EXHIBITED.

(23) A copy of this Determination shall be exhibited by each employer where the industry is carried on, by being posted or hung up in a place where it is easily accessible to the employees without having to ask permission of the employer.

PART III.—(continued.)

(This Part applies only to persons employed by Retail Dairymen.)

LIMITATION OF EMPLOYERS' LIABILITY.

(24) 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 employer shall not be liable to pay to the employee any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of three 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 or by the local representative of the Union.

TEMPORARY CHANGE OF STABLE.

(25) (a) If after an employee has come to work as required at one starting place, his employer transfers him to another starting place any reasonable cost of fares incurred in going to or from the latter place shall be paid by the employer.

(b) If an employee is transferred temporarily to work at or from a starting place which requires him to travel from his home at least 1 mile more than is required by his ordinary starting place any extra time so caused to be used by the employee shall be paid for at the rate of ordinary time and any reasonable extra cost of fares so caused shall be paid by the employer.

GEAR AND ROPES TO BE SUPPLIED BY EMPLOYER.

(26) An employer shall supply his employees with all gear to secure any loads to be carted by them, and effective lamps.

ARTICLES OF CLOTHING.

(27) Drivers of retail milk vehicles shall be supplied by the employer with at least two overalls a year.

HOUSING.

(28) (a) Any employee required by his employer to live at a stable, yard or garage, shall be provided with suitable accommodation for such employee free of cost.

(b) If an employer provide proper housing accommodation for an employee and his wife and family where such employee elects to live the employer shall be entitled to charge a rent not exceeding 10s. per week and not exceeding half the rent at which a similar house in the same locality would ordinarily let.

COLLECTING BY RETAIL MILK CARTERS.

(29) No retail milk carter shall collect or be permitted to collect any accounts other than cash sales or cash collections on the round and during the ordinary course of milk delivery.

DEFINITIONS.

(30) Unless a contrary intention appears expressions used in this Determination shall have meanings as follows:—

- (a) "Junior" means any person under the age of 20 years in receipt of less than the adult wage.
- (b) "Casual employee" means an employee who is not employed as a weekly employee.
- (c) "Head stableman" means a stableman in charge of or directing the work of other stablemen.
- (d) "Yardman" means any employee, not otherwise specified, employed in or in connexion with a stable, yard or garage.
- (e) "Horse driver's assistant" and "motor driver's assistant" means any employee who accompanies the driver to assist in loading, unloading or delivering.
- (f) "Bulk milk carter" means a person carting milk or cream in bulk from producers to depots, railways, retailers or factories, or from depots or railways to factories for treatment or manufacture to retailers.
- (g) "Retail milk carter" or "driver of a retail milk vehicle" means any person carting milk or cream, other than any person defined in sub-clause (f) hereof as a bulk milk carter, but includes persons carting milk to milk bars, institutions, shops, hotels, hospitals, boarding houses and like places.
- (h) "Official" means any person authorized in writing by the president and secretary of the local branch or sub-branch of the Transport Workers' Union of Australia.
- (i) "Horse" means any beast of burden except a bullock.
- (j) "Saturday" for the purpose of this Determination means either Saturday or such other day as is at present observed as the weekly half-holiday in a particular industry or district.
- (l) "Holiday" means any holiday prescribed by this Determination.
- (m) "Rate of ordinary time," of "time and a half," "of double time," "of double time and half time" and "of treble time" and any like expression, means respectively a rate per hour of 1/44, 3/88, 1/22, 5/88 and 3/44, of the prescribed weekly rate for the relevant class of employee.
- (n) "Maker's capacity" shall mean the capacity shown on the certificate of registration under the motor car acts.
- (o) "Union" means the Transport Workers' Union of Australia.

PERIODICAL ADJUSTMENT OF WAGES.

(31) The wages rates set out in clause (1) of this Part are based upon the following basic wage 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.

The basic wage shall be adjusted as prescribed in clause (32) of this Part.

Basic Wage.

Place.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.	Index number set assigned.
	£ s. d.	£ s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	3 15 0	6 0	4 1 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne				
Within 5 miles of chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—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				

ADJUSTMENT OF NEEDS BASIC WAGE.

(32) (a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (31) of this Part.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November or a February, the amount of the needs basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's 'All Items'" retail price index numbers or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

PART III.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

- (1) The index number set for Melbourne is to be applied.
- (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 in any extension thereof) to the index number division comprising that number are to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period of or near a quarter.

Table.

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

The index number divisions in this table are based upon the equating of the index number 1000 with a basic wage of 81s. per week and any extension of this table must be of the same construction as the table.

PART IV.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

- (1) **ADULT EMPLOYEES.**

	Weekly Wage.		
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong, within 5 Miles of the chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Driver of a motor waggon with a combined weight of vehicle and maximum load of under 10 tons	4 17 0	5 3 6	4 14 0
Driver of a motor waggon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons	4 19 0	5 5 6	4 16 0
Further tonnage for each complete ton over 13 tons—1s. per week extra.			
Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer			
Motor driver's assistant and any [employee not elsewhere specified	4 1 0	4 7 6	3 18 0

- (2) **EXTRA RATES.**

	Per Week. s. d.
Further additional amount for an employee driver who is required to deliver fuel oil other than in drums or packages	3 0
Further additional amount for an employee driver who is required to cart or spread bituminous products upon the streets	6 0
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	1 0
Further additional amount for an employee driver required in any week to act as salesman of goods in his vehicle	5 0
Further additional amount to an employee not in receipt of the immediately preceding additional rate who is required to cart fuel oil in drums the aggregate weight whereof is one ton or more, at the rate of	3 0

WAGE FOR CASUAL EMPLOYEES.

- (3) A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

- (4) The minimum rate of wages to be paid per week to a junior shall be as follows:—
- | | £ s. d. |
|--------------------------------------|------------|
| Under 19 years of age | 2 11 0 |
| 19 and under 20 years of age | 2 17 0 |
| 20 years of age and over | Adult rate |

PART IV.—(continued).**(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)****HIGHEST FUNCTION.**

(5) Where an employee is called upon to perform two or more classes of work on any one day he shall for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wages is prescribed.

PAYMENT OF WAGES.

(6) (a) Except as otherwise provided in this clause the following provisions shall apply to the payment of wages:—

(i) Either the Thursday or the Friday in each week shall be fixed as the pay-day, and the pay-day once so fixed shall not be altered more than once in three months nor without two weeks' notice to the employees.

(ii) All wages shall wherever practicable be paid on such pay-day.

(iii) Where it is practicable to pay the employees on pay-day at the yard or depot, the payment of wages shall be made within ten minutes of the time at which the employee ceases duty, and if it is delayed beyond that time through any fault or delay of the employer or because of the place at which the employee has to cease work, the employee shall be paid for the time of delay in excess of ten minutes at the rate of time and a half.

(iv) All earnings including overtime shall wherever practicable be paid within two days of the expiration of the week in which they accrue.

(b) The preceding part of this clause shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry, but the practice followed by the majority of the employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

ORDINARY WORKING HOURS PER WEEK.

(7) (a) The ordinary number of working hours per week for a weekly employee shall be 44. Such ordinary number of working hours shall not include time worked on a Sunday.

(b) All time worked by a weekly employee in excess of the ordinary number of hours herein prescribed shall be paid for as overtime at the rate of time and a half.

(c) In computing the time to be taken as worked by a weekly employee during a week containing any prescribed holiday to which he is entitled by this Determination, if the holiday be on a day other than a Saturday, 8 hours; and if the holiday be on a Saturday, 4 hours shall in respect of the holiday be added as if actually worked to the amount of time actually worked by the employee during the ordinary working days of the week.

ORDINARY WORKING TIME PER DAY.

(8) (a) Except as otherwise provided in this clause, the time to be worked by a weekly employee without payment of overtime rate shall not exceed 9 hours on any day from Monday to Friday (both inclusive) or 5 hours on Saturday.

(b) The time to be worked by a casual employee without payment of overtime rate shall not exceed 8 hours 48 minutes on any day from Monday to Friday (both inclusive) or 4 hours on a Saturday.

(c) All time other than meal times between the earliest starting time and the latest finishing time shall be considered as time worked.

(d) All time worked by an employee in excess of the time herein prescribed shall be paid for as overtime at the rate of time and a half.

(e) Any such time worked in excess shall not be counted as part of the ordinary working hours per week for a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

RANGE OF ORDINARY WORKING TIME.

(9) (a) Except as otherwise provided in this clause, ordinary working time shall not begin before 7 a.m. nor continue after 6 p.m., on any day from Monday to Friday (both inclusive) and shall not begin before 7 a.m. nor continue after 1 p.m. on Saturday.

(b) Any time worked by either a weekly or casual employee on any of the said days outside the times prescribed in sub-clause (a) hereof shall be paid for as if overtime at the rate herein assigned to such time as follows:—

If before 7 a.m. on any day—Rate of double time.

If after 1 p.m. but not after 2 p.m. on Saturday or if after 6 p.m. but not after 7 p.m. on any other day—Rate of time and a half.

If after 2 p.m. on Saturday or after 7 p.m. on any other day—Rate of double time.

(c) Any time worked outside such times shall not be counted as part of the ordinary working hours per week of a weekly employee and payment therefor shall be in addition to any amount payable in respect of the weekly wage.

(d) Where a weekly employee is employed regularly either on shift or during a daily recurrent period, the preceding sub-clauses shall not apply, but for any shift or recurrent period in which is comprised time occurring between 6 p.m. and 7 a.m., the rate of wage elsewhere herein prescribed for the work shall be increased by 5 per centum.

STARTING AND FINISHING WORK.

(10) (a) Where proper facilities are provided for an employee to sign on when beginning work and to sign off when leaving work the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning, and to finish when he signs off in the evening.

(b) Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot in the evening.

ALTERATION OF STARTING TIMES.

(11) Where an employer desires to vary or change his starting time, he shall give one week's notice of such variation or change to his employees and post a notice of the intended change at the depot or yard.

CASUAL EMPLOYEE TO BE NOTIFIED IF NOT REQUIRED.

(12) A casual employee shall be notified at the end of the day if his services are not required next working day: failing such notice a full day's wages shall be paid for the next working day.

WORK ON SUNDAY.

(13) An employee required to work on a Sunday shall in addition to any amount payable in respect of a weekly wage, be paid at double time for any time worked on the Sunday with a minimum payment as for three hours.

WEEKLY TIMES OFF.

(14) Every weekly employee shall be entitled to time off from work from the hour of 1 p.m. on some day in the week other than a Sunday in addition to the benefit of any holidays prescribed for him by this Determination.

Provided that, where an employer is unable to arrange for such time off for any employee in any week, the employee shall be entitled to a clear day or an additional half day after the hour of 1 p.m. in the next succeeding week.

PART IV.—(continued.)**(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)****HOLIDAYS.**

(15) (a) Weekly employees shall be entitled without deduction of pay to the holidays in respect of New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Eight Hours Day, Christmas Day, Boxing Day, and to one other holiday on the day fixed as follows:—

Within 25 miles of the General Post Office, Melbourne—Melbourne Cup Day.
Elsewhere—Any day agreed to by the employer and any employee concerned.

(b) No weekly employee who has without the consent of his employer and without reasonable cause absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

(c) For all time worked by a weekly employee on such holidays payment shall be made at the following rate:—
On Good Friday and the Christmas Day holiday—Time and a half.
On any other holiday—Ordinary time.

The minimum payment shall be as for four hours' work.

Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

(d) For all time worked by a casual employee on such holidays payment shall be made at the following rate:—
On Good Friday and the Christmas Day Holiday—Double and a half time.
On any other holiday—Double time.

The minimum payment shall be as for four hours' work. As well as the payment prescribed by this sub-clause, the flat addition of 2s. 3d. prescribed by clause (3) shall be paid.

(e) Where a weekly employee is entitled to any holiday prescribed by this Determination, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon and if such notice be not given, the employee shall be entitled to take such holiday without deduction of pay.

(f) If an employer intends not to carry on business on a day generally observed as a holiday, although not prescribed as such in this Determination, and fails to notify a weekly employee to present himself for duty on such day, he shall not be entitled to make a deduction from the wages of the employee for not so presenting himself.

ANNUAL LEAVE.

(16) Drivers shall be allowed one week's holiday on full pay at the expiration of each twelve months' service. If an employee leaves or is dismissed before the expiration of twelve months, he shall be given or paid for holidays *pro rata* in accordance with the length of service, viz., one day for each two months of service. If the business be sold or transferred during the period of service, the employee shall be entitled to the week's holiday at the conclusion of twelve months' service with the firm or business.

MEAL TIMES.

(17) (a) Except as otherwise provided in this clause, on all days except Saturday and on Saturday if he so desires in the case of an employee required to continue working after 2 p.m. each employee not working on shift shall be allowed a break of one hour without pay as a meal time to begin not earlier than 11.30 a.m. nor later than 1.30 p.m.

If the break be not so allowed all time worked after 1.30 p.m. until a break of one hour without pay for a meal time is allowed, shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

(b) Except as otherwise provided in this clause no employee shall be required to work for longer than 5½ hours without a break for a meal time without pay of one hour, or half an hour in the case of an evening meal.

All time worked over 5½ hours until such a break is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

This sub-clause shall not apply to the evening meal time in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases working not later than 7 p.m. Monday to Friday inclusive, and 1.30 p.m. Saturday.

(c) Where an employee is required otherwise than because of his own default or delay to continue working after 6 p.m. without having been informed in some way on the preceding working day that he will be so required, he shall be allowed 1s. 6d. as tea money.

An employee who is notified under this sub-clause that he will be required to continue working but who is not so required to continue working shall be paid the prescribed tea money.

This sub-clause shall not apply in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m.

(d) The obligation to pay ordinary time under this clause in addition to weekly or other wages and overtime under any other clause of this Determination shall not be cumulative, but the employee in cases coming within this clause (17) shall be entitled only to the higher payment.

THE CONTRACT OF EMPLOYMENT.

(18) Where an employee is usually employed without any express undertaking to employ him for at least one week, his employment shall be deemed to be that of a casual employee, but in all other cases where an employee is not in express terms engaged as a casual employee, he shall be deemed to be, and be employed as a weekly employee.

The following shall be the terms and conditions of weekly employment:—

(a) The engagement shall not be determined on either side except upon one week's notice which may be given at any time, but an employer may pay one week's wages in lieu of giving such notice.

(b) Where a notice is given by an employer purporting to expire within the week next preceding Christmas Day or Good Friday, but the employer expressly or impliedly allows the employee to believe that he is to resume work not later than one week after New Year's Day or Easter Monday, such notice shall have no effect and the engagement shall be deemed to have continued unaffected by such notice.

(c) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(d) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date, shall not be deemed a valid notice unless given during a general or shipping or coal strike.

(e) Subject to sub-clause (f) of this clause an employee to become entitled to payment of the weekly wage prescribed by this Determination, shall be available, ready, and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee comprising him, but any employee so available, ready, and willing to work for the whole week and not justifiably dismissed for any reason set out in sub-clause (h) of this clause shall be entitled to a full week's wage.

(f) Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of the employment.

In computing the time to be taken as worked by a weekly employee during a week containing any day of such absence to which he is entitled by this sub-clause without deduction of pay, if the day be other than a Saturday, 8 hours 48 minutes, and if the day be a Saturday, 4 hours shall in respect of the day be added as if actually worked to the amount of time actually worked by the employee during the other working days of the week.

(g) Subject to sub-clause (f) of this clause and to the provisions of this Determination as to holidays, if an employee absents himself from work his employer shall be entitled to deduct from his week's wages an amount corresponding with the period of absence.

(h) Notwithstanding anything in this clause an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct or carelessness in the performance of his duties, or if after receiving one week's notice of determination of engagement he does not carry out his duties in the same manner as before such notice.

(i) If an employee be justifiably dismissed for any reason set out in the last preceding sub-clause he shall be entitled to payment proportionate to the time worked but to that only.

(j) Should any employee be dismissed during the course of a week, any wages due to him under this Determination shall be paid to him forthwith.

PART IV.—(continued.)**(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)****JUNIORS NOT TO BE EMPLOYED IN CERTAIN CASES.**

(19) No junior under eighteen years of age shall be permitted to have sole charge of a motor vehicle.

PROPORTION OF JUNIORS.

(20) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

TIME BOOKS.

(21) (a) Each employer shall at the depot or yard at or from or in connexion with which the employee works or at an office convenient thereto keep a record or time book showing the name of each employee in which shall be entered the time of starting and finishing work each day, and the amount of overtime worked and the wages and overtime paid to each employee.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall on demand be produced by the employer for inspection to any officials (not more than three in number at the one time) of the union duly authorized in writing by the president and secretary of the local branch or sub-branch of the union, at the place where the record or time book is kept between the hours of 10 a.m. and noon on any day between the 1st and 27th inclusive in each calendar month except on pay day or the day before. No demand for production need be complied with until after the expiration of seven days in the case of the first inspection. One day's notice shall be given to the employer of any subsequent inspection. Such inspection must be completed as soon as is reasonably practicable.

(d) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee, in which case each employee shall, at the end of the week, enter or record the wages and overtime received on some card or check used in connexion with such clock.

(e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

DETERMINATION TO BE EXHIBITED.

(22) A copy of this Determination shall be exhibited by each employer where the industry is carried on, by being posted or hung up in a place where it is easily accessible to the employees without having to ask the permission of the employer.

LIMITATION OF EMPLOYER'S LIABILITY.

(23) 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 employer shall not be liable to pay to the employee any further sums prescribed by this Determination in respect of any services rendered to such employer during such period unless within a period of three 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 or by the local representative of the union.

TEMPORARY CHANGE OF STARTING PLACE.

(24) (a) If after an employee has come to work as required at one starting place, his employer transfers him to another starting place, any reasonable cost of fares incurred in going to or from the latter shall be paid by the employer.

(b) If an employee is transferred temporarily to work at or from a starting place which requires him to travel from his home at least 1 mile more than is required by his ordinary starting place any extra time so caused to be used by the employee shall be paid for at the rate of ordinary time and any reasonable extra cost of fares so caused shall be paid by the employer.

TRAVELLING ALLOWANCES.

(25) (a) An employee engaged in ordinary travelling on duty or on work on which he is unable to return to his home at night shall be paid such personal expenses as he reasonably incurs in travelling, but he shall be paid the sum of 8s. 6d. per day at least. Provided that where an employee travels by boat or other conveyance in which his ticket includes meals and bed, he shall not be entitled to the said allowance.

(b) Where an employee is required by his employer to travel as a passenger by any conveyance, he shall whilst so travelling be paid at ordinary rates up to a maximum of twelve hours out of every twenty-four, except on Sundays, when payment shall be at the rate of time and a half.

GEAR AND ROPES TO BE SUPPLIED BY EMPLOYER.

(26) An employer shall supply his employees with all gear to secure any loads to be carted by them, and necessary ropes, chains, hooks, trucks, and skids and effective lamps.

HEAVY ARTICLES.

(27) An employee unaided by proper auxiliary appliances or by another man shall not be permitted to lift or carry goods over 200 lb. in weight.

ARTICLES OF CLOTHING.

(28) Where an employee is required by law or by his employer to wear, any special uniform cap, overall or other article it shall be supplied and paid for by the employer.

DEFINITIONS.

(29) Unless a contrary intention appears expressions used in this Determination shall have meanings as follows:—

(a) "Junior" means any person under the age of twenty years in receipt of less than the adult wage.

(b) "Casual employee" means an employee who is not employed as a weekly employee.

(c) "Motor driver's assistant" means any employee who accompanies the driver to assist him in loading, unloading or delivering.

(d) "Official" means any person authorized in writing by the president and secretary of the local branch or sub-branch of the Transport Workers' Union of Australia.

(e) "Saturday" for the purpose of this Determination means either Saturday or such other day as is at present observed as the weekly half-holiday in a particular industry or district.

(f) "Holiday" means any holiday prescribed by this Determination.

(g) Rate of "ordinary time," of "time and a half," of "double time," of "double time and a half time," and of "treble time," and any like expression means respectively a rate per hour of 1/44, 3/88, 1/22, 5/88 and 3/44 of the prescribed weekly rate for the relevant class of employee.

(h) "Shift" or any like expression means work done in relay by successive men or sets of men without any considerable break between the ending of work by one man or set of men and the beginning of work by the next man or set of men.

(i) "Fuel oil" for the purposes of clause (2) of this Part means a residual oil, an unprocessed crude oil, and/or a Diesel oil that is not a distillate.

(j) "Union" means the Transport Workers Union of Australia.

PART IV.—(continued.)

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

PERIODICAL ADJUSTMENT OF WAGES.

(30) The wages rates set out in clause (1) of this Part are based upon the following basic wage 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.

The basic wage shall be adjusted as prescribed in clause (31) of this Part.

Basic Wage.

Place.	Needs basic wage (adjustable).	Loading (constant).	Total basic wage.	Index number set assigned.
Withing 20 miles of G.P.O., Melbourne	£ s. d. 3 15 0	s. d. 6 0	£ s. d. 4 1 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne				
Within 5 miles of chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne				
Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne				
Yalourn—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				

ADJUSTMENT OF NEEDS BASIC WAGE.

(31) (a) Until the beginning of the first pay period to commence in May, 1940, the amounts of the basic wage shall be as prescribed in clause (30) of this Part.

(b) For work done during each future period of or near a quarter beginning with the first pay period to commence in a May, an August, a November or a February the amounts of the needs basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's 'All Items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

- (1) The index number set to be applied to a place is that assigned thereto in clause (30) of this Part.
- (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 in any extension thereof) to the index number division comprising that number are to be ascertained.
- (4) The basic wage shall be of that assigned amount during such successive period of or near a quarter.

Table.

Index Number Divisions.	Needs basic wage (adjustable).	Loading (constant).	Total Basic Wage.
	per week.		per week.
	£ s. d.		£ s. d.
797-808	3 5 0	6s.	3 11 0
809-820	3 6 0		3 12 0
821-833	3 7 0		3 13 0
834-845	3 8 0		3 14 0
846-858	3 9 0		3 15 0
859-870	3 10 0		3 16 0
871-882	3 11 0		3 17 0
883-895	3 12 0		3 18 0
896-907	3 13 0		3 19 0
908-919	3 14 0		4 0 0
920-932	3 15 0		4 1 0
933-944	3 16 0		4 2 0
945-956	3 17 0		4 3 0
957-969	3 18 0		4 4 0
970-981	3 19 0		4 5 0
982-993	4 0 0	4 6 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 this table must be of the same construction as the table.

D. GRANT, Chairman.

H. N. JONES, Secretary.

Melbourne, 20th February, 1940.



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No. 71.]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Asbestos Articles Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed " to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;
Chalk, crayons, or other articles from mineral earth;

Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Lead and shot;
Silk or parchment lampshades;
Mica products;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases "

has made, in respect of the manufacturing or preparing of Asbestos Articles, the following Determination, namely—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers				(b) Other Employees.			
				<i>Males.</i>			
			<i>s. d.</i>				<i>s. d.</i>
Under 17 years of age	..	..	17 9	Oven hands	..	..	85 0
17 years of age	..	..	26 9	Machine attendants	..	..	85 0
18 " "	..	..	35 6	All others	..	..	81 0
19 " "	..	..	48 3	<i>Females.</i>			
20 " "	..	..	59 0	All adults	..	..	45 0
<i>Proportion (in any place).</i>							
One improver to every three adult employees.							

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934*, that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

(3) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(4) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning. (Not earlier than).	Time of Ending. (Not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(5) OVERTIME.—That all time worked—

- (a) Outside the times of beginning and ending work prescribed in Clause (4), or
- (b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(6) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay:—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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(7) TERMS OF EMPLOYMENT.—(a) 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) REST PERIOD FOR FEMALES.—That females engaged in any work where the spell of duty exceeds four hours shall be allowed during each morning, an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.

(9) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates, if any, prescribed in the original Determination for this Section, which came into force on the 23rd September, 1937.

The basic wage shown hereunder shall be adjusted as prescribed in clause (10).

Basic Wage.

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

(10) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (9).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 purpose 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 is that assigned to Melbourne.
- (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	834-845	3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.



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TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Buttons and Buckles Section).

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets:

Preparing feathers:

Treating flax:

Treating pyrites and other metalliferous ores;

Mixing seed and making poultry foods;

Glass badging;

Gold stamping;

Ivory working;

Show-card and ticket-writing;

Manufacturing or preparing—

Abrasive paper or cloth;

Asbestos articles;

Blue prints;

Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;

Button badges;

Carbon articles;

Chalk, crayons, or other articles from mineral earth;

Cinematograph film;

Composition flooring;

Cutlery;

Artificial flowers and bouquets;

Paper articles not subject to any Board heretofore appointed;

Honey;

Ink or adhesives;

Lead and shot;

Silk or parchment lampshades;

Mica products;

Fishing and other nets;

Ornaments for cakes;

Plaster models;

Sporting goods not provided for under any Board heretofore appointed;

Surgical instruments;

Toys;

Watch cases"

has made, in respect of the manufacturing or preparing of buttons and buckles other than those subject to the Determination of the Plastic Moulding Board, the following Determination, namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this section which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

No. 72.—2933/40.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.				
Males.		Females.		Males		Females		
	s.	d.		s.	d.	s.	d.	
1st year's experience	..	16	0	1st six months' experience	13	6	81	0
2nd " "	..	22	9	2nd " " "	16	6	44	0
3rd " "	..	31	3	3rd " " "	19	9		
4th " "	..	42	6	4th " " "	23	0		
5th " "	..	54	0	5th " " "	26	3		
6th " "	..	62	6	6th " " "	29	6		
7th " "	..	66	6	7th " " "	32	9		
				8th " " "	37	0		

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.
One improver to each male worker receiving not less than the minimum wage.

Females.
Two improvers to each female person receiving not less than the minimum wage.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) HOURS OF EMPLOYMENT.—Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed.

(5) OVERTIME.—(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed or in excess of 44 hours in any week, shall be paid overtime at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(6) MIDDAY MEAL.—(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.

(b) No work shall be performed during such meal time.

(7) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(f) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) TERMS OF EMPLOYMENT.—(a) Except as hereinafter provided, employment shall be on a weekly basis, and 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

Provided that the employment of any person during the first three months of his or her service with the same employer shall be on an hourly basis, and such employment may be terminated by one hour's notice on either side.

(9) ACCOMMODATION FOR FEMALES.—(a) The employer shall provide a suitable seat for females to rest.

(b) A restroom shall be provided by every employer of more than ten females. Such room shall contain a suitable couch, two easy chairs, two rubber hot-water bags, and shall be properly lighted and ventilated.

(10) PAYMENT OF WAGES.—(a) Wages shall be paid weekly, not later than Friday, except by mutual agreement between the employer and his employees.

(b) Any employee kept waiting for his or her wages on pay day for more than ten minutes after the usual time for ceasing work shall be paid at overtime rates for the time so kept waiting.

(c) Where the services of an employee are dispensed with, all wages due shall be paid to him or her on the day of dismissal, or forwarded to him or her by post on the day following.

(d) Not more than two days' pay of any employee shall be kept in hand by an employer.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this Section, which came into force on the 12th November, 1937.

The basic wage shown hereunder shall be adjusted as prescribed in clause (12).

Basic Wage.

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

(12) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (11).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.
- (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	834-845	3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.

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VICTORIA GOVERNMENT GAZETTE.

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No. 73.]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Lampshade Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bon-bons.
 - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

- | | |
|--|--|
| Renovating carpets ; | Cinematograph film ; |
| Preparing feathers ; | Composition flooring ; |
| Treating flax ; | Cutlery ; |
| Treating pyrites and other metalliferous ores ; | Artificial flowers and bouquets ; |
| Mixing seed and making poultry foods ; | Paper articles not subject to any Board heretofore appointed ; |
| Glass badging ; | Honey ; |
| Gold stamping ; | Ink or adhesives ; |
| Ivory working ; | Lead and shot ; |
| Show-card and ticket-writing ; | Silk or parchment lampshades ; |
| Manufacturing or preparing— | Mica products ; |
| Abrasive paper or cloth ; | Fishing and other nets ; |
| Asbestos articles ; | Ornaments for cakes ; |
| Blue prints ; | Plaster models ; |
| Buttons and buckles other than those subject to the | Sporting goods not provided for under any Board heretofore |
| Determination of the Plastic Moulding Board ; | appointed ; |
| Button badges ; | Surgical instruments ; |
| Carbon articles ; | Tugs ; |
| Chalk, crayons, or other articles from mineral earth ; | Watch cases " |

has made, in respect of the manufacturing or preparing of—

- (a) Silk or parchment lampshades ;
- (b) Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein, the following Determination, namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) OTHER EMPLOYEES.					
Males.		Females.		Males.					
	s.	d.		s.	d.		s.	d.	
1st year's experience	16	0	1st six months' experience	13	6	Persons engaged in cutting out material			
2nd " "	22	9	2nd " "	16	6	for parts of lampshades	83	0	
3rd " "	31	3	3rd " "	19	9	All others	81	0	
4th " "	42	6	4th " "	23	0				
5th " "	54	0	5th " "	26	3				
6th " "	62	6	6th " "	29	6				
7th " "	66	6	7th " "	32	9				
			8th " "	37	0				
And thereafter the minimum wage.									
PROPORTION.									
Two male improvers to the first male person receiving not less than the minimum wage, and thereafter one additional male improver to each additional male person receiving not less than the minimum wage.									
Three female improvers to each female person receiving not less than the minimum wage.									
								Females. Persons engaged in sketching, painting or decorating by freehand or stencils .. 51 6 Persons engaged in assembling and attaching parts of lampshades (including trimming and sewing) .. 45 0 All others .. 43 9	

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

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

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, 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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) REST PERIOD FOR FEMALES.—(a) That females engaged in sketching, painting, or decorating by freehand or stencils, shall be allowed, during each morning and afternoon, an interval of ten minutes for rest after two hours' work, such interval to count as part of time worked.

(b) That females engaged in any work not specified in the foregoing sub-clause, where the spell of duty exceeds four hours, shall be allowed an interval of ten minutes in the third hour for rest, such interval to count as part of time worked.

(10) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in Clause 2 (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the Factories and Shops Act 1934, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this Section, which came into force on the 18th October, 1937.

The basic wage shown hereunder shall be adjusted as prescribed in clause 11.

Basic Wage.

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

(11) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause 10.

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statisticians "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 is that assigned to Melbourne.

(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	834-845	..	..	..	3	8 0
747-759	..	..	..	3	1 0	846-858	..	..	..	3	9 0
760-771	..	..	..	3	2 0	859-870	..	..	..	3	10 0
772-783	..	..	..	3	3 0	871-882	..	..	..	3	11 0
784-796	..	..	..	3	4 0	883-895	..	..	..	3	12 0
797-808	..	..	..	3	5 0	896-907	..	..	..	3	13 0
809-820	..	..	..	3	6 0	908-919	..	..	..	3	14 0
821-833	..	..	..	3	7 0	920-932	..	..	..	3	15 0

D. GRANT, Chairman.

REX I. CECIL, Secretary.

Melbourne, 23rd February, 1940.





VICTORIA

GOVERNMENT GAZETTE.

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No. 74.]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Paper Articles (not elsewhere included) Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1938*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets ;
 Preparing feathers ;
 Treating flax ;
 Treating pyrites and other metalliferous ores ;
 Mixing seed and making poultry foods ;
 Glass badging ;
 Gold stamping ;
 Ivory working ;
 Show-card and ticket-writing ;
 Manufacturing or preparing—
 Abrasive paper or cloth ;
 Asbestos articles ;
 Blue prints ;
 Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board ;
 Button badges ;
 Carbon articles ;
 Chalk, crayons, or other articles from mineral earth ;

Cinematograph film ;
 Composition flooring ;
 Cutlery ;
 Artificial flowers and bouquets ;
 Paper articles not subject to any Board heretofore appointed ;
 Honey ;
 Ink or adhesives ;
 Lead and shot ;
 Silk or parchment lampshades ;
 Mica products ;
 Fishing and other nets ;
 Ornaments for cakes ;
 Plaster models ;
 Sporting goods not provided for under any Board heretofore appointed ;
 Surgical instruments ;
 Toys ;
 Watch cases "

has made, in respect of the manufacturing or preparing of—

(a) designs for paper patterns or for other paper articles whatsoever ;

(b) paper articles not subject to any Board heretofore appointed—

the following Determination namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section which became operative as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

No. 74.—2985/40.

(2)		WAGES PER WEEK OF 44 HOURS.			
(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	s. d.		s. d.		s. d.
1st year's experience	16 9	1st six months' experience ..	13 6	All adults	85 0
2nd	23 6	2nd	16 9		
3rd	32 6	3rd	19 9		
4th	43 6	4th	23 0		
5th	55 9	5th	26 0		
6th	64 3	6th	29 9		
7th and until 21		7th	32 9	(a) Designer of patterns to be	
years of age	68 9	8th	37 0	used for producing articles	
		9th	40 0	of wearing apparel ..	111 0
		10th and		(b) Assistant to (a) above ..	76 3
		until 21 years of age ..	43 3		
				(c) Designers of patterns used	
				for the production of	
				transfers as applied to	
				fabrics	76 3
				(d) Assistants to (c) above ..	61 3
				(e) Operator of perforating ma-	
				chine	56 3
				(f) Any other adult	45 9

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One male improver to each male person receiving not less than the minimum wage.

Females.

Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

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

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of beginning (not earlier than).	Time of ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause (5); or
- (b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any person who is employed on a Sunday or any holiday provided for herein shall receive a minimum payment for four hours' work at the rate of double time, which hours shall be worked continuously. In the event of more than four hours being worked such person shall be paid for a minimum of eight hours' work at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) REST ROOM.—A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.

(10) REST PERIOD FOR FEMALES.—Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employees in the establishment concerned.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause 2 (b) are based upon the following basic wage and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this section which came into force on the 26th June, 1939.

The basic wage shown herounder shall be adjusted as prescribed in clause (12).

Basic Wage.

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

(12) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (11).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.
- (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	834-845	3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for ensuring transparency and accountability in financial reporting.

2. The second part of the document outlines the various methods and techniques used to collect and analyze data. It highlights the need for a systematic approach to data collection and the importance of using reliable sources of information.

3. The third part of the document focuses on the analysis and interpretation of the collected data. It discusses the various statistical and analytical tools that can be used to identify trends and patterns in the data.

4. The fourth part of the document discusses the importance of communicating the results of the analysis to the relevant stakeholders. It emphasizes the need for clear and concise reporting and the importance of providing context and interpretation of the findings.

5. The fifth part of the document discusses the various challenges and limitations associated with data collection and analysis. It highlights the need for a thorough understanding of the data and the importance of being transparent about any limitations or biases that may be present.

6. The sixth part of the document discusses the various ethical considerations that must be taken into account when collecting and analyzing data. It emphasizes the need for informed consent and the protection of personal information.

7. The seventh part of the document discusses the various applications of data collection and analysis in different fields. It highlights the importance of data in decision-making and the various ways in which data can be used to improve performance and efficiency.

8. The eighth part of the document discusses the various tools and technologies that are used in data collection and analysis. It highlights the importance of staying up-to-date on the latest developments in data science and the various ways in which these tools can be used to improve data collection and analysis.

9. The ninth part of the document discusses the various best practices for data collection and analysis. It emphasizes the need for a systematic and consistent approach to data collection and the importance of using reliable sources of information.

10. The tenth part of the document discusses the various future trends and developments in data collection and analysis. It highlights the importance of continued research and innovation in this field and the various ways in which these trends can be used to improve data collection and analysis.



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No. 75.]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Renovating Carpets Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and bonns.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board;
Button badges;
Carbon articles;
Chalk, crayons, or other articles from mineral earth;

Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Lead and shot;
Silk or parchment lampshades;
Mica products;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases"

has made, in respect of the renovating of carpets, the following Determination, namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section, which became operative as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.					(b) Adults.				
				s. d.					s. d.
Under 17 years of age	..	..	..	17 9	Males	..	..	..	85 0
17 years of age	..	..	..	26 9	Females	..	..	..	48 0
18 "	..	..	..	35 9					
19 "	..	..	..	48 3					
20 "	..	..	..	59 0					

Proportion (in any place).

One improver to each adult employee.

(3) **PROHIBITION OF EMPLOYMENT.**—The Board determines that no person shall be employed as an apprentice.

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

(5) **TIMES OF BEGINNING AND ENDING WORK.**—That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).		Time of Ending (not later than).	
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(6) **OVERTIME.**—That all time worked :—

- (a) Outside the times of beginning and ending work prescribed in clause (5) ; or
- (b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) **HOLIDAYS.**—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(8) **TERMS OF EMPLOYMENT.**—(a) 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rate for males, set out in clause 2 (b), are based upon the following basic wage and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this section which came into force on the 16th February, 1938.

The basic wage shown hereunder shall be adjusted as prescribed in clause (10).

Basic Wage.

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

(10) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (9).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.
- (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.

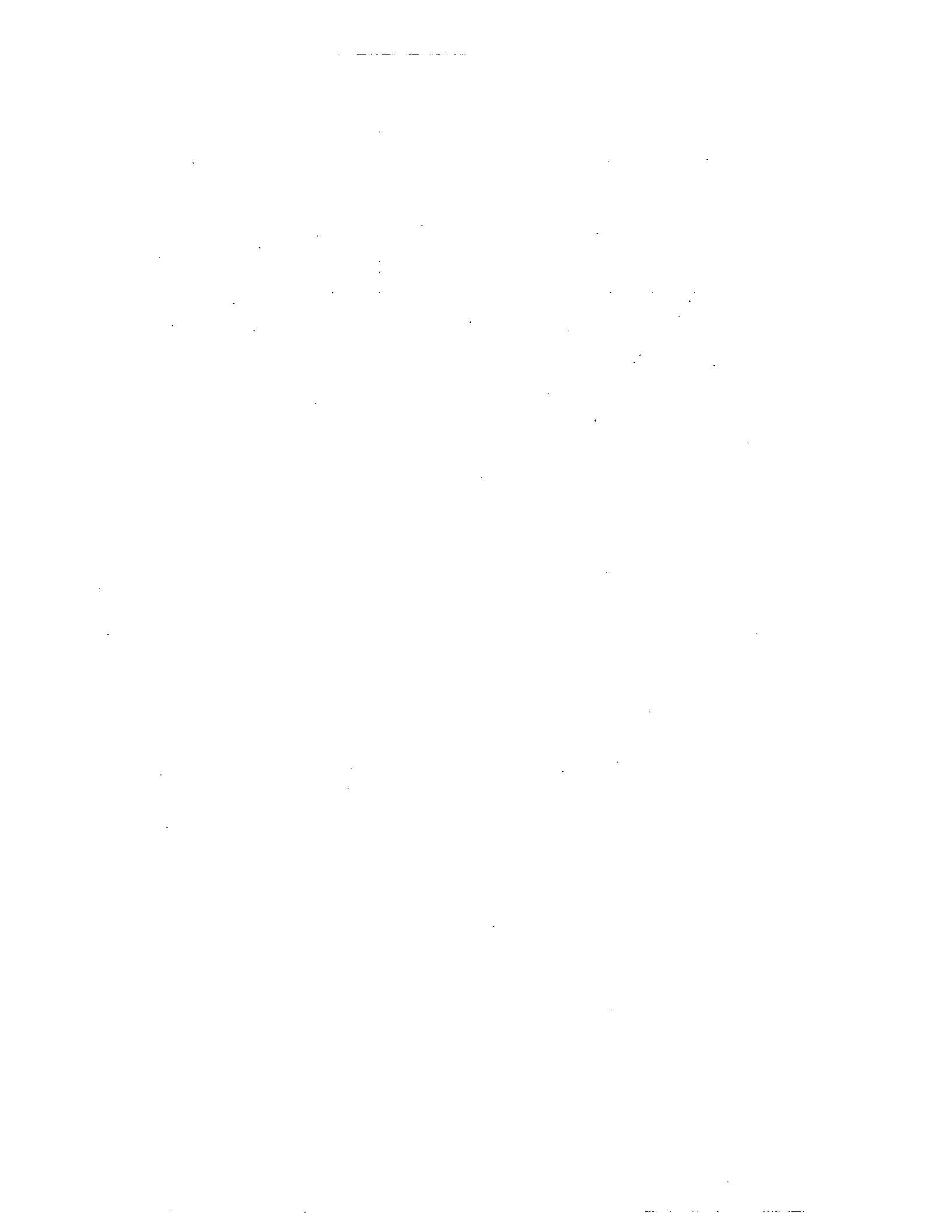
Table.

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

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.





VICTORIA GOVERNMENT GAZETTE.

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No. 76.]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating;
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bon-bons.
 - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

- | | |
|---|---|
| <ul style="list-style-type: none"> Renovating carpets; Preparing feathers; Treating flax; Treating pyrites and other metalliferous ores; Mixing seed and making poultry foods; Glass badging; Gold stamping; Ivory working; Show-card and ticket-writing; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasive paper or cloth; Asbestos articles; Blue prints; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board; Button badges; Carbon articles; Chalk crayons, or other articles from mineral earth; | <ul style="list-style-type: none"> Cinematograph film; Composition flooring; Cutlery; Artificial flowers and bouquets; Paper articles not subject to any Board heretofore appointed; Honey; Ink or adhesives; Lead and shot; Silk or parchment lamp shades; Mica products; Fishing and other nets; Ornaments for cakes; Plaster models; Sporting goods not provided for under any Board heretofore appointed; Surgical instruments; Toys; Watch cases" |
|---|---|

has made, in respect of the—

manufacturing or preparing of paper crackers or bon-bons,
the following Determination namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section, which became operative as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.			
	s. d.		s. d.		s. d.
1st year's experience	.. 18 9	1st six months' experience	.. 13 6		
2nd "	.. 23 6	2nd "	.. 16 9		
3rd "	.. 32 6	3rd "	.. 19 9		
4th "	.. 43 6	4th "	.. 23 0		
5th "	.. 55 9	5th "	.. 26 0		
6th "	.. 64 3	6th "	.. 29 9	Males	.. 81 0
7th "	.. 68 9	7th "	.. 32 9	Females	.. 43 9
		8th "	.. 37 0		

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

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

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).		Time of Ending (not later than).
7.30 a.m.	.. .. .	12 noon on Saturday.
7.30 a.m.	.. .. .	5.15 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay:—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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) REST PERIOD FOR FEMALES.—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

(10) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this Section, which came into force as from the beginning of the first pay period to commence in September, 1938.

The basic wage shown hereunder shall be adjusted as prescribed in clause (11).

Basic Wage.

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

(11) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (10).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.
- (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	834-845	3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.



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No. 77]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Ink or Adhesives Section.)

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

(b) On 18th July, 1933, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;	Cinematograph film;
Preparing feathers;	Composition flooring;
Treating flax;	Cutlery;
Treating pyrites and other metalliferous ores;	Artificial flowers and bouquets;
Mixing seed and making poultry foods;	Paper articles not subject to any Board heretofore appointed;
Glass badging;	Honey;
Gold stamping;	Ink or adhesives;
Ivory working;	Lead and shot;
Show-card and ticket-writing;	Silk or parchment lampshades;
Manufacturing or preparing—	Mica products;
Abrasive paper or cloth;	Fishing and other nets;
Asbestos articles;	Ornaments for cakes;
Blue prints;	Plaster models;
Buttons and buckles other than those subject to the	Sporting goods not provided for under any Board heretofore
Determination of the Plastic Moulding Board;	appointed;
Button badges;	Surgical instruments;
Carbon articles;	Toys;
Chalk, crayons, or other articles from mineral earth;	Watch cases"

has made, in respect of the manufacturing or preparing of Ink or Adhesives, the following Determination, namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

No. 77.—2988/40.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Adults.			
Males.		Females.		Males.		Females.	
	s. d.		s. d.		s. d.		s. d.
1st year's experience ..	16 9	1st six month's experience ..	13 6	Printing-ink grinder and/or mixer ..	85 0		
2nd " " ..	23 6	2nd " " " ..	16 9	All others ..	81 0		
3rd " " ..	32 6	3rd " " " ..	19 9				
4th " " ..	43 6	4th " " " ..	23 0				
5th " " ..	55 9	5th " " " ..	26 3				
6th " " ..	64 6	6th " " " ..	29 6				
7th " " ..	68 9	7th " " " ..	32 9				
		8th " " " ..	37 0	All persons ..		43 9	

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

Two improvers to each male adult.

Females.

Two improvers to each female receiving not less than the minimum wage.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

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

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working-week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this Section, which came into force on the 18th July, 1938.

The basic wage shown hereunder shall be adjusted as prescribed in clause (10).

Basic Wage.

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

(10) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (9).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.
- (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	834-845	..	..	..	3	8 0
747-759	..	..	..	3	1 0	846-858	..	..	..	3	9 0
760-771	..	..	..	3	2 0	859-870	..	..	..	3	10 0
772-783	..	..	..	3	3 0	871-882	..	..	..	3	11 0
784-796	..	..	..	3	4 0	883-895	..	..	..	3	12 0
797-808	..	..	..	3	5 0	896-907	..	..	..	3	13 0
809-820	..	..	..	3	6 0	908-919	..	..	..	3	14 0
821-833	..	..	..	3	7 0	920-932	..	..	..	3	15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.

[The main body of the page contains extremely faint and illegible text, likely bleed-through from the reverse side of the paper. The text is too light to transcribe accurately.]



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No. 78]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;	Cinematograph film;
Preparing feathers;	Composition flooring;
Treating flax;	Cutlery;
Treating pyrites and other metalliferous ores;	Artificial flowers and bouquets;
Mixing seed and making poultry foods;	Paper articles not subject to any Board heretofore appointed;
Glass badging;	Honey;
Gold stamping;	Ink or adhesives;
Ivory working;	Lead and shot;
Show-card and ticket-writing;	Silk or parchment lampshades;
Manufacturing or preparing—	Mica products;
Abrasive paper or cloth;	Fishing and other nets;
Asbestos articles;	Ornaments for cakes;
Blue prints;	Plaster models;
Buttons and buckles other than those subject to the	Sporting goods not provided for under any Board heretofore
Determination of the Plastic Moulding Board;	appointed;
Button badges;	Surgical instruments;
Carbon articles;	Toys;
Chalk crayons or other articles from mineral earth;	Watch cases.

has made, in respect of mixing seed and making poultry food, the following determination namely:—

(1) That, on and after 11th March, 1940, the adjusted Determination for this Section, which became operative as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
			s. d.				s. d.
Under 17 years of age ..	..	..	17 9	All adults ..	..	..	85 0
17 years of age ..	..	..	26 9				
18 " " ..	..	..	35 9				
19 " " ..	..	..	48 3				
20 " " ..	..	..	59 0				
<i>Proportion (in any place).</i>							
Two improvers to each fully paid worker.							

- (3) **PROHIBITION OF EMPLOYMENT.**—The Board determines that no person shall be employed as an apprentice.
- (4) **WEEKLY HOURS.**—That the number of hours to constitute an ordinary week's work shall be 44.
- (5) **TIMES OF BEGINNING AND ENDING WORK.**—That the times of beginning and ending work shall be :—
 Time of Beginning (not earlier than). Time of Ending (not later than).
 7.30 a.m. 12 noon on Saturday.
 7.30 a.m. 5.30 p.m. on the other working days of the week.
- (6) **OVERTIME.**—That all time worked—
 (a) Outside the times of beginning and ending work prescribed in clause (5) ; or
 (b) Within such prescribed times, but in excess of 44 hours in any one week—
 shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.
- (7) **HOLIDAYS.**—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
 (b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.
 (c) All employees, whether in a city or elsewhere shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
 (d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.
 (e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.
- (8) **TERMS OF EMPLOYMENT.**—(a) 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.
 (c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.
- (9) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this Section, which came into force on the 2nd May, 1938.
 The basic wage shown hereunder shall be adjusted as prescribed in clause (10).

Basic Wage.

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

- (10) **ADJUSTMENT OF BASIC WAGE.**—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (9).
 (b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.
- (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	834-845	3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.



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No. 79]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Vinegar and Yeast Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (8) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the *Factories and Shops Acts*, the *Wages Board* appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;	Cinematograph film;
Preparing feathers;	Composition flooring;
Treating flax;	Cutlery;
Treating pyrites and other metalliferous ores;	Artificial flowers and bouquets;
Mixing seed and making poultry foods;	Paper articles not subject to any Board heretofore appointed;
Glass badging;	Honey;
Gold stamping;	Ink or adhesives;
Ivory working;	Lead and shot;
Show-card and ticket-writing;	Silk or parchment lampshades;
Manufacturing or preparing—	Mica products;
Abrasive paper or cloth;	Fishing and other nets;
Asbestos articles;	Ornaments for cakes;
Blue prints;	Plaster models;
Buttons and buckles other than those subject to the	Sporting goods not provided for under any Board heretofore
Determination of the <i>Plastic Moulding Board</i> ;	appointed;
Button badges;	Surgical instruments;
Carbon articles;	Toys;
Chalk, crayons, or other articles from mineral earth;	Watch cases"

has made, in respect of the manufacturing or preparing of Vinegar and Yeast—
the following Determination, namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section which became operative as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

No. 79.—2990/40.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.		Males.	
	s. d.		s. d.		s. d.
Under 17 years of age ..	29 3	Under 17 years of age ..	28 9	Leading hand, namely an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees ..	85 0
17 years of age ..	35 6	17 years of age ..	31 6	Man engaged in cleaning vinegar generator ..	*81 0
18 " " ..	46 9	18 " " ..	35 0	*Together with an additional 7s. 6d. for each generator cleaned.	
19 " " ..	58 9	19 " " ..	39 0	All others ..	81 0
20 " " ..	64 6	20 " " ..	41 3		
and thereafter the rate prescribed for adults.					
PROPORTION (in any place).				Females.	
One male improver to every three or fraction of three male persons receiving not less than the minimum rate prescribed for male adults.				All adults ..	
One female improver to every three or fraction of three female persons receiving not less than the minimum rate prescribed for female adults.				.. 43 6	

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

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

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
6 a.m. ..	12 noon on Saturday (not more than four hours to be worked daily).
6 a.m. ..	6 p.m. on the other working days of the week (not more than eight hours to be worked on any day).

(6) OVERTIME AND TEA MONEY.—That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause (5); or
- (b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half.

Employees who are required on any day to work overtime extending beyond 5.45 p.m. on Monday to Friday inclusive, or 12.45 p.m. on Saturday, shall be paid 1s. 6d. tea money, unless on the previous day before ceasing work they shall have been notified of the intention to work such overtime. Where such notice shall have been given, and any new circumstances arise, the employer shall, except on Saturday, be entitled before 12 noon on the day appointed for such overtime to cancel such notice, and in that case the employee shall not be entitled to tea money.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, and Melbourne Cup Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Work done on any of the above-mentioned holidays shall be paid for at the rate of double time; if done on Sunday, at the rate of time and a half.

(8) CASUAL EMPLOYEES.—A casual employee shall mean and be deemed to be any employee engaged for a less period than 44 hours per week. All casual employees in compress yeast factories and vinegar works shall be paid one-tenth per day in addition to wages otherwise prescribed herein.

(9) TERMS OF EMPLOYMENT.—All employees shall be engaged by the week, and shall be paid weekly. A week's notice shall be given by the employer or employee to determine employment, or, in lieu of such notice, a week's wages shall be paid. Such notice shall be given at the end of a working week. All time of absence from work shall be deducted from the employee's wages, except absence on the holidays hereinbefore mentioned and except absence without deduction of pay in accordance with the following provision:—

Where an employee becomes disabled by sickness of himself, proof of which is given to the employer by medical certificate or other satisfactory evidence within twenty-four hours of the beginning of the employee's consequential absence, he shall on account thereof be entitled without deduction of pay to absent himself from work for one day in each quarter or for a proportionate aggregate in a longer period, but not exceeding one of four days in any year of the employment.

(10) SHOWERS.—Adequate hot and cold showers shall be provided by each employer for his employees.

(11) ANNUAL LEAVE OF ABSENCE.—Each employee on completion of twelve months' service shall be granted six days' leave of absence, on full pay. A pro rata leave of absence shall be granted to all employees who have worked six months or over.

(12) WATERPROOF CLOTHING AND CLOGS.—Where an employee is called upon to work in or with water, he shall be provided with waterproof clothing, apron, and clogs free during the time he shall be called upon to perform such duties.

(13) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) (b) are based upon the following basic wage rates for adult males and minimum rates for adult females and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rate and minimum rate. Provided that the wages of improvers shall be adjusted proportionately to adjustments of the basic wage, fractions of threepence in the result of the calculation of the amount of the increase or decrease to be disregarded.

The basic wage rate and minimum rate shown hereunder shall be adjusted as prescribed in clause (14).

Basic Wage.

Place.	Basic Wage for Adult Males and Minimum for Adult Females.	Index Number Set Assigned.
Within the area to which this Determination applies—	£ s. d.	
Males ..	3 15 0	Melbourne
Females ..	2 3 6	„

(14) 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 May, 1940, the amounts of the basic wage for adult males and the minimum rate for adult females shall be as prescribed in clause (13).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage for adult males and minimum rate for adult 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 is that assigned to Melbourne.
- (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 for adult males and minimum rate for adult females shall be of that assigned amount during such successive period.

Table.

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

(5) The adjustment shall be made on the rates provided in the original Federal Award, which are as follow, viz.:—

WEEKLY WAGES.

(a) IMPROVERS.				(b) ADULTS.						
Males.				Males.						
			s. d.				s. d.			
Under 17 years of age	25	0	Leading hand, namely, an employee who, with the authority of his employer, exercises supervision over the work of any other employee or employees	..	70	0	
17 years of age	30	0					
18 "	40	0					
19 "	50	0					
20 "	55	0	Man engaged in cleaning vinegar generator	..	*66	0	
						*Together with an additional 7s. 6d. for each generator cleaned.				
						All others	66	0
Females.				Females.						
Under 17 years of age	25	0					
17 years of age	27	0					
18 "	30	0					
19 "	33	0					
20 "	35	0	All adults	35	6

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.





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TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Gold Beating Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act* 1936, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;	Cinematograph film;
Preparing feathers;	Composition flooring;
Treating flax;	Cutlery;
Treating pyrites and other metalliferous ores;	Artificial flowers and bouquets;
Mixing seed and making poultry foods;	Paper articles not subject to any Board heretofore appointed;
Glass badging;	Honey;
Gold stamping;	Ink or adhesives;
Ivory working;	Lead and shot;
Show-card and ticket-writing;	Silk or parchment lampshades;
Manufacturing or preparing—	Mica products;
Abrasive paper or cloth;	Fishing and other nets;
Asbestos articles;	Ornaments for cakes;
Blue prints;	Plaster models;
Buttons and buckles other than those subject to the	Sporting goods not provided for under any Board heretofore
Determination of the Plastic Moulding Board;	appointed;
Button badges;	Surgical instruments;
Carbon articles;	Toys;
Chalk, crayons, or other articles from mineral earth;	Watch cases"

has made, in respect of the trade of gold beating, the following Determination, namely:—

(1) That on 11th March, 1940, the adjusted Determination for this Section which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.				
Males.		s. d.	Females.		s. d.	Males.		s. d.
1st year's experience	..	16 9	1st six months' experience	..	13 6	Beaters	..	103 0
2nd ..	..	23 6	2nd ..	..	16 9	All Others	..	81 0
3rd ..	..	36 3	3rd ..	..	19 9			
4th ..	..	58 9	4th ..	..	23 0			
5th ..	..	and until 21	5th ..	..	26 0			
	..	years of age	6th ..	..	29 9			
	..	73 9	7th ..	..	32 9			
			8th ..	..	37 0			
			9th ..	..	40 0			
			10th ..	..	43 3			

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employes as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.
Two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.
Three female improvers to every two female workers receiving the adult rate.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

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

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. .. .. .	.. .. 12 noon on Saturday.
7.30 a.m. .. .. .	.. .. 5.30 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause (5); or
- (b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS.—(a) All employes, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employes shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employes, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any person who is employed on a Sunday or any holiday provided for herein shall receive a minimum payment for four hours' work at the rate of double time, which hours shall be worked continuously. In the event of more than four hours being worked such person shall be paid for a minimum of eight hours' work at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) 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 dismiss any employe without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employe cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) REST ROOM.—A rest room shall be provided by every employer. Such room shall contain a suitable couch and seating accommodation, and shall be properly lighted and ventilated.

(10) REST PERIOD FOR FEMALES.—Except on Saturday, a rest period of ten minutes (to be counted as part of time worked) shall be allowed females during each morning or afternoon. Whether the rest period shall be taken during the morning or afternoon shall be determined by a majority of the female employes in the establishment concerned.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this Section, which came into force on the 7th November, 1938.

The basic wage shown hereunder shall be adjusted as prescribed in clause (12).

Basic Wage.

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

(12) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (11).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.
- (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	834-845	..	..	..	3	8 0
747-759	..	..	..	3	1 0	846-858	..	..	..	3	9 0
760-771	..	..	..	3	2 0	859-870	..	..	..	3	10 0
772-783	..	..	..	3	3 0	871-882	..	..	..	3	11 0
784-796	..	..	..	3	4 0	883-895	..	..	..	3	12 0
797-808	..	..	..	3	5 0	896-907	..	..	..	3	13 0
809-820	..	..	..	3	6 0	908-919	..	..	..	3	14 0
821-833	3	7 0	920-932	3	15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.





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No. 81]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Chalk and Crayon Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bon-bons.
 - Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.

IN accordance with the provisions of the *Factories and Shops Acts*, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

- | | |
|--|--|
| <ul style="list-style-type: none"> Renovating carpets; Preparing feathers; Treating flax; Treating pyrites and other metalliferous ores; Mixing seed and making poultry foods; Glass badging; Gold stamping; Ivory working; Show-card and ticket-writing; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasive paper or cloth; Asbestos articles; Blue prints; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board; Button badges; Carbon articles; Chalk, crayons, or other articles from mineral earth; | <ul style="list-style-type: none"> Cinematograph film; Composition flooring; Cutlery; Artificial flowers and bouquets; Paper articles not subject to any Board heretofore appointed; Honey; Ink or adhesives; Lead and shot; Silk or parchment lampshades; Mica products; Fishing and other nets; Ornaments for cakes; Plaster models; Sporting goods not provided for under any Board heretofore appointed; Surgical instruments; Toys; Watch cases" |
|--|--|

has made, in respect of the manufacturing or preparing of chalk, crayons, or other articles from mineral earth, the following Determination, namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

No. 81.—2992/40.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.			
Males.		Females.					
	s.	d.					s. d.
1st year's experience	16	9	1st six months' experience	13	6	Grinding mill attendant	85 0
2nd	23	6	2nd	16	9	Person engaged in testing and/or checking formulae ..	91 0
3rd	32	6	3rd	19	9	Person in charge of mixing ingredients and making	
4th	43	6	4th	23	0	chalks from given formulae	86 0
5th	55	9	5th	26	3	Persons not otherwise provided for—	
6th	64	6	6th	29	6	Males	81 0
7th	68	9	7th	32	9	Females	43 9
			8th	37	0		

and thereafter the minimum wage.

Proportion.

Three male improvers to each male person receiving not less than the minimum wage.
 Three female improvers to each female person receiving not less than the minimum wage.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

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

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

- (a) Outside the times of beginning and ending work prescribed in clause (5) ; or
- (b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay :—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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) REST PERIOD FOR FEMALES.—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

(10) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2 (b)) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this Section, which came into force on the 20th December, 1937.

The basic wage shown hereunder shall be adjusted as prescribed in clause (11).

Basic Wage.

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

(11) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (10).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.
- (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	834-845	3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.

[1189]



VICTORIA GOVERNMENT GAZETTE.

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No. 82]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Cake Ornament Section.)

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

(b) On 18th July, 1933, by Order in Council the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act* 1936, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets ;	Cinematograph film ;
Preparing feathers ;	Composition flooring ;
Treating flax ;	Cutlery ;
Treating pyrites and other metalliferous ores ;	Artificial flowers and bouquets ;
Mixing seed and making poultry foods ;	Paper articles not subject to any Board heretofore appointed ;
Glass badging ;	Honey ;
Gold stamping ;	Ink or adhesives ;
Ivory working ;	Lead and shot ;
Show-card and ticket-writing ;	Silk or parchment lampshades ;
Manufacturing or preparing—	Mica products ;
Abrasive paper or cloth ;	Fishing and other nets ;
Asbestos articles ;	Ornaments for cakes ;
Blue prints ;	Plaster models ;
Buttons and buckles other than those subject to the	Sporting goods not provided for under any Board heretofore
Determination of the Plastic Moulding Board ;	appointed ;
Button badges ;	Surgical instruments ;
Carbon articles ;	Toys ;
Chalk, crayons, or other articles from mineral earth ;	Watch cases "

has made, in respect of the manufacturing or preparing of ornaments for cakes, the following Determination, namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

No. 82.—2093/40.

(2)

WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.			
	s. d.		s. d.		s. d.
1st year's experience	.. 16 9	1st six months' experience	.. 13 6		
2nd " "	.. 23 6	2nd " "	.. 16 9		
3rd " "	.. 32 6	3rd " "	.. 19 9		
4th " "	.. 43 6	4th " "	.. 23 0		
5th " "	.. 55 9	5th " "	.. 26 3		
6th " "	.. 64 6	6th " "	.. 29 6	Males	.. 81 0
7th " "	.. 68 9	7th " "	.. 32 9	Females	.. 43 9
		8th " "	.. 37 0		

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

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

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. .. .. .	.. 12 noon on Saturday.
7.30 a.m. .. .. .	.. 5.15 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay :—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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) REST PERIOD FOR FEMALES.—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

(10) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates, prescribed in the original Determination for this Section, which came into force on the 8th December, 1937.

The basic wage shown hereunder shall be adjusted as prescribed in clause (11).

Basic Wage.

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

(11) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (10).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.
- (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	834-845	..	..	..	3	8	0
747-759	..	..	..	3	1	0	846-858	..	..	..	3	9	0
760-771	..	..	..	3	2	0	859-870	..	..	..	3	10	0
772-783	..	..	..	3	3	0	871-882	..	..	..	3	11	0
784-796	..	..	..	3	4	0	883-895	..	..	..	3	12	0
797-808	..	..	..	3	5	0	896-907	..	..	..	3	13	0
809-820	..	..	..	3	6	0	908-919	..	..	..	3	14	0
821-833	3	7	0	920-932	3	15	0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.



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No. 83]

TUESDAY, MARCH 12.

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Blue Print Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;

Preparing feathers;

Treating flax;

Treating pyrites and other metalliferous ores;

Mixing seed and making poultry foods;

Glass badging;

Gold stamping;

Ivory working;

Show-card and ticket-writing;

Manufacturing or preparing—

Abrasive paper or cloth;

Asbestos articles;

Blue prints;

Buttons and buckles other than those subject to the

Determination of the Plastic Moulding Board;

Button badges;

Carbon articles;

Chalk, crayons, or other articles from mineral earth;

Cinematograph film;

Composition flooring;

Cutlery;

Artificial flowers and bouquets;

Paper articles not subject to any Board heretofore appointed;

Honey;

Ink or adhesives;

Lead and shot;

Silk or parchment lamp shades;

Mica products;

Fishing and other nets;

Ornaments for cakes;

Plaster models;

Sporting goods not provided for under any Board heretofore

appointed;

Surgical instruments;

Toys;

Watch cases"

has made, in respect of the manufacturing or preparing of Blue Prints,

the following Determination, namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.				(b) Other Employees.		
Males.		Females.		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Murrumbidgee and Gippsland Districts.		
	s. d.		s. d.		s. d.	Other-Parts of Victoria where this Determination Applies.
1st year's experience	16 9	1st six months' experience	13 6			
2nd "	23 6	2nd "	16 9			
3rd "	32 6	3rd "	19 9			
4th "	43 6	4th "	23 0			
5th "	55 9	5th "	26 3			
6th "	64 6	6th "	29 6			
7th "	68 9	7th "	32 9			
		8th "	37 0			
and thereafter the minimum wage.						
NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who being over 21 years of age, are the holders of improvers' licences.						
PROPORTION.						
Two improvers to each person of the same sex receiving not less than the minimum wage.						
				Operators of blue-printing machines—		
				Males	84 0	81 0
				Females	47 0	47 0
				All other persons—		
				Males	81 0	78 0
				Females	43 9	43 9

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

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

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—
 Time of Beginning (not earlier than). Time of ending (not later than).
 7.30 a.m. 12 noon on Saturday.
 7.30 a.m. 5.30 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half-day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) That notice equivalent to 44 working hours shall be given on either side to termination of employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates prescribed in the original Determination for this Section, which came into force on the 28th March, 1938.

The basic wage shown hereunder shall be adjusted as prescribed in clause (10).

Basic Wage.

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

(10) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (9).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.
- (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	834-845	..	..	..	3 8 0
747-759	..	..	..	3 1 0	846-858	..	..	..	3 9 0
760-771	..	..	..	3 2 0	859-870	..	..	..	3 10 0
772-783	..	..	..	3 3 0	871-882	..	..	..	3 11 0
784-796	..	..	..	3 4 0	883-895	..	..	..	3 12 0
797-808	..	..	..	3 5 0	896-907	..	..	..	3 13 0
809-820	..	..	..	3 6 0	908-919	..	..	..	3 14 0
821-833	3 7 0	920-932	3 15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.

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No. 84]

TUESDAY, MARCH 12

[1940

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Artificial Flower and Bouquet Section.)

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

(b) On 18th July, 1938, by Order in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the following trades and branches of trades, that is to say:—

Renovating carpets;	Cinematograph film;
Preparing feathers;	Composition flooring;
Treating flax;	Cutlery;
Treating pyrites and other metalliferous ores;	Artificial flowers and bouquets;
Mixing seed and making poultry foods;	Paper articles not subject to any Board heretofore appointed;
Glass badging;	Honey;
Gold stamping;	Ink or adhesives;
Ivory working;	Lead and shot;
Show-card and ticket-writing;	Silk or parchment lampshades;
Manufacturing or preparing—	Mica products;
Abrasive paper or cloth;	Fishing and other nets;
Asbestos articles;	Ornaments for cakes;
Blue prints;	Plaster models;
Buttons and buckles other than those subject to the	Sporting goods not provided for under any Board heretofore
Determination of the Plastic Moulding Board;	appointed;
Button badges;	Surgical instruments;
Carbon articles;	Toys;
Chalk, crayons, or other articles from mineral earth;	Watch cases"

has made, in respect of the manufacturing or preparing of Artificial Flowers and Bouquets, the following Determination, namely:—

(1) That on and after 11th March, 1940, the adjusted Determination for this Section which came into force as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.			
	s.	d.		s.	d.
1st year's experience	16 6	1st six months' experience	.. 13 6
2nd "	23 6	2nd "	.. 16 6
3rd "	32 6	3rd "	.. 19 9
4th "	43 9	4th "	.. 23 0
5th "	55 9	5th "	.. 26 3
6th "	64 6	6th "	.. 29 6
7th "	68 6	7th "	.. 32 9
				8th "	.. 37 0
				9th "	.. 40 3
				10th "	.. 43 6

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Seven female improvers to each female person receiving not less than the rate prescribed for a female improver in her eighth six months' experience.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

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

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be :—

Time of Beginning (not earlier than).		Time of Ending (not later than).	
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.15 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay:—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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

(8) TERMS OF EMPLOYMENT.—(a) 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 dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably 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 employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(9) REST PERIOD FOR FEMALES.—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

(10) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded and to be made upon the rates, if any, prescribed in the original Determination for this Section, which came into force on the 22nd November, 1937.

The basic wage shown hereunder shall be adjusted as prescribed in clause (11).

Basic Wage.

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

(11) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in May, 1940, the amount of the basic wage shall be as prescribed in clause (10).

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount 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 is that assigned to Melbourne.

(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	834-845	3 8 0
747-759	3 1 0	846-858	3 9 0
760-771	3 2 0	859-870	3 10 0
772-783	3 3 0	871-882	3 11 0
784-796	3 4 0	883-895	3 12 0
797-808	3 5 0	896-907	3 13 0
809-820	3 6 0	908-919	3 14 0
821-833	3 7 0	920-932	3 15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.

Melbourne, 23rd February, 1940.

