



VICTORIA GOVERNMENT GAZETTE.

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No. 153]

THURSDAY, JUNE 5.

[1941

Factories and Shops Acts.

DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

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

(ii.) Fibrous Plastering was proclaimed on 17th February, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the *Apprenticeship Regulations* for this trade may be obtained on application to the *Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2.* (Price 3d.)

IN accordance with the provisions of the *Factories and Shops Acts* the *Wages Board* which since the 14th April, 1937, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade or business of—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling;
- (d) preparing material for or making or fixing acoustic tiles moulded into slab form, and having an earth base,"

has made the following Determination, namely:—

(1) That on the 12th June, 1941, the adjusted Determination which came into force as from the beginning of the first pay period to commence in May, 1941, shall be revoked and replaced by this Determination.

(2)

* Apprentices.					Improvers.				
WAGES PER WEEK OF 44 HOURS.					WAGES PER WEEK OF 44 HOURS.				
	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non- Adjustable).	Total Weekly Wage.		Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non- Adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience..	20 3	0 7	0 9	21 7	Under 17 years of age	20 3	0 7	0 9	21 7
2nd " " "	30 3	0 11	1 3	32 5	17 years of age ..	30 3	0 11	1 3	32 5
3rd " " "	40 3	1 2	1 6	42 11	18 " " "	40 3	1 2	1 6	42 11
4th " " "	51 6	1 6	1 9	54 9	19 " " "	51 6	1 6	1 9	54 9
5th " " "	61 6	1 9	2 3	65 6	20 " " "	61 6	1 9	2 3	65 6
and thereafter the minimum wage.									
PROPORTION (by any employer).					PROPORTION (by any employer).				
One apprentice to every three or fraction of threeworkers receiving not less than 9s. 7d. per week of 44 hours.					(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 12s. per week of 44 hours.				
					(ii) Any other class of work— One improver to every six workers receiving not less than 12s. per week of 44 hours.				

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

*(a) Except those covered by the *Apprenticeship Act 1928*.

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-Adjustable).	Total Weekly Wage.
	A.	B.		
	s. d.	s. d.	s. d.	s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	116 8	3 4	6 0	126 0
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base	89 0	2 7	3 0	94 7
All others				

EXTRA RATES.—(a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 6s. per week additional.

- (b) Employees { (i) Demolishing old ceilings, or shall, whilst employed at either class of work have 3d. per square yard distributed equally between them, in addition to the ordinary rates.
(ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that collapse
(iii) Employees demolishing or partly demolishing old walls shall have 1d. per square yard distributed equally between them in addition to the ordinary rates.

(3) PRO RATA PAYMENT.—Any person who works less than 44 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(4) ALLOWANCES.—The following allowances shall be paid to persons employed outside the employer's usual place of business in connexion with the fixing of fibrous plaster or acoustic tiles:—

(a) For work done at a distance of over 30 miles from the "Centre" or for work done at such distance as prevents the employee from returning to his home the same night—

(i) 6s. 6d. per day extra, with a maximum of 35s. 9d. per week.

(ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.

(b) For any other work—

(i) An amount equal to the fare, by the most economical means of travel, from and to the "centre" to and from the place of employment.

(ii) Where an employee goes direct from his home to a job which is situated more than 12 miles from the "centre" he shall be paid in respect of time lost in travelling, a daily sum, viz.:—

	Apprentices and Improvers.	Other Employees.
Where the distance exceeds 12 miles but does not exceed 24 miles	1s.	1s.
Where the distance exceeds 24 miles but does not exceed 30 miles	1s. 4d.	2s.

"Centre" shall mean the Flinders-street Railway Station if the employer's usual place of business is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's usual place of business.

The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.

(5) TIME OF BEGINNING AND ENDING WORK.—The time of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
8 a.m.	12 noon on Saturday.
8 a.m.	5 p.m. on the other working days of the week.

(6) OVERTIME.—That the following rate shall be paid for all work done—

(a) Outside the hours fixed in Clause (5)

(b) Within the hours fixed in Clause (5) in excess of 44 } Time and a half for the first two hours and thereafter double time.

(7) SPECIAL RATES.—

(a) An allowance, as per Clause 2b, shall be made in addition to the wages set out in Clause 2, as compensation for time lost on prescribed holidays. Such an allowance to be paid proportionately to the number of hours worked per week.

(b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays double time shall only be payable for work done on the day so substituted.

(8) PAYMENT OF WAGES.—(a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter, provided that an employee who is entitled to a half-hour at ordinary rates in accordance with Clause (13) shall be paid at the commencement of such half hour. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

(9) PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.—Any employee who has presented himself for work, as requested by the employer or his responsible representative, shall—

(a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,

(b) if engaged, be deemed to have commenced work at the hour he presents himself for engagement.

(10) TRANSPORT AT NIGHT.—Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

(11) MEAL MONEY.—Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of Two shillings.

(12) HOT WATER IN FACTORIES.—During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of hot water in some central position for the benefit of employees engaged in hand mixing plaster in cold water.

(13) GRINDING AND CLEANING TOOLS.—When an employee is discharged he shall be allowed a half hour at ordinary rates for the purpose of grinding, cleaning and transporting his tools. This clause shall only apply to employees whose tools are in good order when commencing work for any employer.

(14) **TERMINATION OF EMPLOYMENT.**—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

(15) **DRESSING AND DINING ROOM.**—A room for employees to use as a dressing and dining room shall be provided at all fibrous plaster mills.

(16) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause (2) 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 apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to a 3d., 6d., 9d. or a 1s., any fraction of 3d. to be taken to the next higher 3d.

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

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 4 1 0	Melbourne

(17) **ADJUSTMENT OF BASIC WAGE.**—(a) For work done before the beginning of the first pay period to commence in August, 1941, the amount of the basic wage prescribed in clause (16) shall be paid.

(b) For work done during each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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	883-895	3 12 0
747-759	3 1 0	896-907	3 13 0
760-771	3 2 0	908-919	3 14 0
772-783	3 3 0	920-932	3 15 0
784-796	3 4 0	933-944	3 16 0
797-808	3 5 0	945-956	3 17 0
809-820	3 6 0	957-969	3 18 0
821-833	3 7 0	970-981	3 19 0
834-845	3 8 0	982-993	4 0 0
846-858	3 9 0	994-1006	4 1 0
859-870	3 10 0	1007-1018	4 2 0
871-882	3 11 0	1019-1030	4 3 0

RAY. H. BEERS, Chairman.

S. MCGREGOR, Secretary.

Melbourne, 13th May. 1941.



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No. 154]

THURSDAY, JUNE 5.

[1941

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 8 (DAIRY PRODUCE AND COOKED MEAT).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder; such portions of the City of Sandringham as are not within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of a seller of Dairy Produce or Cooked Meat," has made the following Determination, namely:—

(1) That on the 9th June, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.				Other Employees.			
Males.		Females.		Males.		Females.	
WAGES.		WAGES.		WAGES.		WAGES.	
Per Week of 46 Hours.		Per Week of 46 Hours.		Per Week of 46 Hours.		Per Week of 46 Hours.	
s. d.		s. d.		s. d.		s. d.	
Under 15 years of age ..	17 0	15 years of age or under ..	19 9	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	112 6	108 0	46
15 years of age ..	23 6	16 years of age ..	23 3	Travelling salesman—			
16 years of age ..	31 9	17 years of age ..	29 0	21 years of age ..	86 3	82 3	49*
17 years of age ..	42 6	18 years of age ..	37 0	22 years of age ..	94 3	90 3	49*
18 years of age ..	52 9	19 years of age ..	41 0	23 years of age or over ..	99 6	95 6	49*
19 years of age ..	60 9	20 years of age ..	45 3	All others—			
20 years of age ..	70 6			21 years of age ..	86 3	82 3	46
				22 years of age ..	94 3	90 3	46
				23 years of age or over ..	99 6	95 6	46
PROPORTION (in any shop or place).		PROPORTION (in any shop or place).		Females.			
Apprentices.		Apprentices.		Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—			
One apprentice to every three or fraction of three male workers receiving not less than the minimum wage.		One apprentice to every three or fraction of three female workers receiving not less than the minimum wage.		In charge of three or more assistants ..	77 6	75 9	46
Improvers.		Improvers.		In charge of less than three assistants ..	65 3	63 0	46
One improver to first two or fraction of two, two to three; and thereafter one improver to every additional two male workers not under the age of 23 years.		One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.		All others ..	53 9	52 0	46

* Including time occupied in attending horses or motor vehicles.

NOTE.—Section 109 of the "Factories and Shops Act 1928" (No. 3677) provides that a shopkeeper shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than ten shillings per week.

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(3) OVERTIME.—All time worked—

- (a) in excess of the number of hours fixed as a week's work,
- (b) after 12.45 p.m. on Saturday,

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

(4) TIME RATE.—Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed in this Determination for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(5) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, one week's notice of termination of employment shall be given on a Monday by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(6) ALLOWANCE.—Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 3s. per week if a male, and 2s. 6d. per week if a female, in addition to the ordinary rate.

(7) SPECIAL RATES.—Time and a half shall be the special rate payable for all work done on Sunday, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Show Day (in localities mentioned in the Royal Agricultural Show Act), Cup Day (in the Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder), Christmas Day, Boxing Day, New Year's Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(8) ANNUAL LEAVE.—All employees shall be entitled to the following annual holidays (exclusive of the holidays mentioned in Clause 7) on full pay:—

- | | | |
|--|----|---------|
| (a) At the end of the first year's continuous service with an employer | .. | 6 days |
| (b) " " " second year's " " " " | .. | 10 days |
| (c) At the end of each succeeding year's " " " " | .. | 12 days |

(9) PAYMENT OF WAGES.—Payment of wages, including overtime, tea money, special rates, &c., shall be made not later than Thursday of each week, and during working hours.

(10) MEAL INTERVALS.—All employees shall be allowed not less than one hour for a meal interval which must be taken between the hours of 12 noon and 2 p.m., and not more than five hours shall be worked between each meal. On Friday night or any other late trading night an interval of at least 35 minutes shall be allowed. During such meal intervals employees shall be allowed to leave the employer's premises.

(11) NOTICE TO WORK OVERTIME.—At least 24 hours' notice shall be given when overtime is required to be worked.

(12) TEA MONEY.—Any employee required to work overtime shall be paid not less than 1s. 6d. tea money in addition to the overtime rates as prescribed for in this Determination.

Provided that such tea money shall not be payable when a meal is supplied by the employer.

(13) NOTICE OF INTENTION TO RATION.—Where an employer, owing to slackness of trade, desires to ration his employees, he shall give at least seven days' notice to each employee of his intention to ration such employee.

(14) BICYCLE ALLOWANCE.—Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used.

(15) REFERENCE.—On an employee being dismissed or leaving his or her employment he or she shall be entitled to and shall receive from the employer a reference stating the length of service, character, and qualifications. Such reference shall be given to the employee immediately on the termination of employment.

(16) FARES.—Fares shall be paid by the employer to an employee who is required to work in more than one shop on the same day.

(17) REST PERIOD.—An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

(18) SICK LEAVE.—Any employee not attending for duty, who has had not less than twelve months' service with the same employer shall not lose his or her pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence evidence, satisfactory to the employer, that his or her non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than six days in each year, commencing from the 17th June, 1940.

(19) TIME AND WAGES RECORD.—Time and wages records showing the name of each employee, the hours worked by and the wages and overtime paid to each employee, shall be kept by the employer and completed weekly.

J. W. CLARKE, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 20th May, 1941.



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[1941

Factories and Shops Acts.

DETERMINATION OF THE IRONMOULDERS BOARD.

NOTES.—A. This Determination applies to the whole of the State of Victoria.

B. (a) Section 168 of the *Factories and Shops Act* 1928 (No. 3677) extends the powers of this Board to "steel moulding."

(b) The following trades were proclaimed on 13th January, 1932, as apprenticeship trades under the *Apprenticeship Act* 1928 for the Metropolitan Districts:—Jobbing Moulding and Coremaking, Jobbing Brass Moulding and Coremaking.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2. (Price 3d.)

IN accordance with the provisions of the *Factories and Shops Acts*, the Wages Board appointed to "determine the lowest prices or rates of payment which may be paid to any person or persons or classes of persons (other than moulders employed in moulding metal bedsteads) employed in the process, trade, or business of an ironmoulder," has made the following Determination, namely:—

(1) That on the 13th June, 1941, the adjusted Determination which came into force as from the beginning of the first pay period to commence in February, 1941, shall be revoked and replaced by this Determination.

(2)

Adults.	Per Week of 44 Hours.	
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	All other Parts of Victoria where this Determination Applies.
WAGES.	£ s. d.	£ s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>		
Bank pipe moulders—		
5 and 6 inch, headmen	5 18 0	5 15 0
5 and 6 inch, footmen	5 7 0	5 4 0
4 inch and under, headmen	5 11 0	5 8 0
4 inch and under, footmen	5 3 0	5 0 0
Vertical pipe moulders—		
Rammers, coremakers, corers, or casters	5 1 0	4 18 0
Dressers of pipes, including dressers on emery wheels	5 1 0	4 18 0
Furnacemen	5 5 0	5 2 0
Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron)	5 0 0	4 17 0
<i>Persons Employed in making Pipes by machinery.</i>		
Coremakers—		
5 and 6 inch, faucet	5 18 0	5 15 0
5 and 6 inch, spigot	5 7 0	5 4 0
4 inch and under, faucet	5 11 0	5 8 0
4 inch and under, spigot	5 3 0	5 0 0
Finishers and Casters—		
5 and 6 inch	5 18 0	5 15 0
4 inch and under	5 11 0	5 8 0

Adults.	Per Week of 44 Hours.	
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	All other Parts of Victoria where this Determination Applies.
WAGES.	£ s. d.	£ s. d.
<i>Metal Moulding.</i>		
moulders or coremakers	6 3 0	6 0 0
stove dairying implement moulders or core makers	5 13 0	5 10 0
or plate moulders or coremakers—		
six months	5 2 0	4 19 0
six months	5 5 0	5 2 0
six months	5 8 0	5 5 0
two years	5 13 0	5 10 0
using portable machine	5 6 0	5 3 0
(including dressers on emery wheels)	5 4 0	5 1 0
furnaceman	5 8 0	5 5 0
furnacemen	5 11 0	5 8 0
furnacemen (i.e., persons in charge of a converter)	5 8 0	5 5 0
furnacemen	5 11 0	5 8 0
assistant (including any person assisting in daubing ladles, charging, daubing, and breaking pig iron)	5 10 0	5 7 0
and unloader of annealing furnace	5 2 0	4 19 0
blast and sand-blast dressers who are not protected from flying shot and sand by properly enclosed cabin	5 2 0	4 19 0
blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	5 12 0	5 9 0
blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	5 2 0	4 19 0
<i>Labourers.</i>		
Man's Assistant	5 2 0	4 19 0
.. .. .	4 13 0	4 10 0

APPRENTICESHIP.

(3) (a) Minors shall not be engaged in the following occupations except under contracts of apprenticeship:—
Jobbing, moulding, and core making.

(b) The proportion of apprentices who may be taken by any employer shall be as follows:—
One apprentice to every two or fraction of two tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working workshop shall be deemed to be a tradesman.

(c) The periods of apprenticeship shall be as follows:—

If the apprentice when articulated is under the age of 17, 5 years;

If over the age of 17, 4 or 5 years, at the option of the contracting parties.

(d) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(e) Minors may be taken on probation for three months, and if apprenticed, such three months shall count as part of their apprenticeship.

(f) Until further order any contract of apprenticeship hereafter made may contain the following provision:—

If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March,

(g) Five-year terms—	Wages.	
	Per Week of 44 hours.	s. d.
1st year	15 9
2nd year	22 6
3rd year	41 0
4th year	66 3
5th year	83 0

Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—

	Wages.	
	Per Week of 44 hours.	s. d.
1st year	19 0
2nd year	39 6
3rd year	66 3
4th year	83 0

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(h) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause (13) (a) to the number of 4 days per annum.

(i) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(j) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.

(k) An apprentice shall not work under any system of payment by results.

(l) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

(m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days proscribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(n) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(p) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(r) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

UNAPPRENTICED JUNIOR LABOUR.

(4) (a) Unapprenticed male juniors may be employed in or in connexion with manufacturing (as defined in clause 21 of this Determination) in all occupations for which apprenticeship is not provided by the Determination at the following weekly rates of wages:—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
1st year's experience	16 6	18 8
2nd year's experience	26 9	28 3
3rd year's experience	36 9	38 10
4th year's experience	49 9	53 7
5th year's experience	63 3	66 10
6th year's experience	73 6	77 8
7th year's experience	78 0	82 5

Juniors employed under this and the immediately preceding sub-clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(b) Unapprenticed male juniors may be employed (other than in manufacturing as defined in clause 21) in all occupations covered by this Determination for which apprenticeship is not provided at the following weekly rates of wages:—

	Weekly Hiring.	Hourly Hiring.
	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	18 0	19 3
16 and under 17 years of age	30 0	31 8
17 and under 18 years of age	53 0	56 0
18 and under 19 years of age	67 0	70 9
19 and under 21 years of age	80 6	85 0

Juniors under the age of 18 shall not be employed as furnacemen or assistants to furnacemen—juniors over the age of 18 so employed shall be paid 3s. per week in addition to the junior rates of wage herein prescribed.

HOURS OF EMPLOYMENT.

(5) With the exceptions herein set out the ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees.

By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

Exception.

Employees working in country towns where Wednesday afternoon is recognized as the usual half working day of the week shall work on Saturday afternoon at ordinary rates: Provided that for work done after noon on a Wednesday overtime rates be paid.

SHIFT WORK.

Continuous Work Shifts.

(6) (a) For the purposes of this clause, the expression "Continuous Work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required: no such shift to exceed 8 hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

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

(i) 8 in any one day; nor

(ii) 48 in any one week; nor

(iii) an average of 44 per week during the period of employment upon such shifts; nor

(iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor

(v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor

(vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts.

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

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

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

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

Shift Work in other than Continuous Work.

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

(h) Except as hereinafter provided for any afternoon or night shift which has been in operation for five nights or more and less than one month 10 per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month $7\frac{1}{2}$ per cent. more than ordinary rates shall be paid.

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

(j) Shift workers shall be paid overtime at the rate of time and a half for the first 4 hours and double time thereafter for all time worked in excess of shift hours.

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

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

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

MIXED FUNCTIONS.

(7) An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

OVERTIME.

(8) (a) For all work done outside ordinary hours the rates of wage shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 hours. Provided that an employee shall not be entitled to payment for such rest period.

(b) Except as provided above in computing overtime each day's work shall stand alone.

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

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

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

(f) As far as practicable employees shall not work overtime while competent labour is available.

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

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each 4 hours of work; but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(i) Before starting overtime after working ordinary hours a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours.

An employer and his employee may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

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

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

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

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

HOLIDAYS AND SUNDAY WORK.

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

Exceptions.

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

(b) Employees not engaged in continuous work shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty for at least 8 hours. Provided that the employee shall not be paid for the time he is resting.

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

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

PIECEWORK RATES.

(10) Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under any system of payment by results.

EXTRA RATES NOT CUMULATIVE.

(11) Extra rates in this Determination, including rates prescribed in clause (16) are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

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

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

CONTRACT OF EMPLOYMENT.

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

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

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

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

(c) Casual employees, i.e., employees for whom a full week's work is not provided shall for any such work be paid 10 per cent. in addition to the total wage prescribed for their occupations.

MISCELLANEOUS PROVISIONS.

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

(b) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools.

(c) All ladders of a holding capacity of 15 cwt. or more shall be fitted with safety-work gear or an equivalent safety fitting.

(d) Not more than $\frac{3}{4}$ cwt. of molten metal per man shall be placed in ladders carried by hand.

(e) Where molten metal is carried by hand a clear passageway not less than 2 feet wide shall be made.

TIME AND WAGES BOOK.

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

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

SPECIAL RATES.

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

(a) Leading hands in charge of not less than 3 and not more than 10 employees, including apprentices, 6s. per week extra, more than 10 and not more than 20, including apprentices, 12s. per week extra; more than 20, including apprentices, 18s. per week extra.

(b) Working in wet places—1½d. per hour extra.

Working in confined spaces—3d. per hour extra.

(c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahr., 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahr., 3d. per hour extra. Where work continues for more than 2 hours in temperatures exceeding 130 degrees Fahr., employees shall also be entitled to 20 minutes' rest after every 2 hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(d) Working for more than one hour in places where the temperature is reduced by artificial means below zero, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

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

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

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

TRAVELLING TIME, ALLOWANCE, AND BOARD.

(17) (a) When an employee is required to work away from his workshop or depot, all time reasonably spent in excess of time usually spent in travelling to or from his home to the workshop, depot, or district centre shall be paid for at ordinary rates up to a maximum of twelve hours out of every twenty-four (except on Sunday when payment shall be at the rate of time and a half, or a maximum of eight hours out of each twenty-four). An employee required to work at a job away from his workshop, depot, or district centre shall, at the direction of his employer, present himself for work at such job at the usual time for starting work.

(b) An employee engaged in a capital city to work in the country or sent from one country centre to work in another shall be entitled to travelling time, and, for a period not exceeding three months, to expenses.

All excess fares and reasonable travelling expenses including board and lodging and 2s. for each meal (if any) incurred in such travelling time shall be paid by the employer.

The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage, and on trains second class, except where all night travelling is involved, when they shall be first class.

(c) On jobs of less than three months' duration a camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents or other temporary shelters is necessary.

(d) An employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop.

Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

ANNUAL LEAVE.

(18) (a) A period of seven consecutive days' leave shall be allowed annually to all employees after twelve months' continuous service (less the period of annual leave) in any one or more of the occupations to which this Determination applies.

(b) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued, and after not less than one week's notice to the employee, provided that the giving of annual leave may, with the consent of the Secretary for Labour, be postponed for a period to be specified in cases where the exigencies of the war render it impracticable to give it within the said period of six months.

(c) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case, a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

(d) If after six months' continuous service, an employee leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid one-sixth of a week's wage in respect of each completed two months of continuous service in respect of which leave has not been granted hereunder.

(e) Each employee before going on leave shall be paid a week's wage: For the purpose of this sub-clause and sub-clause (d) hereof the week's wage shall be at the rate prescribed by clauses (2) to (4) inclusive of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be, including in the case of leading hands the additional allowance prescribed by clause (16) of the

said Determination, but not including any other special rates prescribed by this Determination and including, in the case of employees whose employment is by the hour, the loading prescribed by sub-clause (b) of clause (13) of the said Determination. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

(f) The annual leave provided for by this clause shall be allowed and shall be taken, and except as provided by sub-clause (d) hereof, payment shall not be made or accepted in lieu of annual leave.

(g) Notwithstanding anything herein provided an employer who gives to an employee leave of absence without loss of pay throughout the interval of time—

(i) between the day observed under this Determination as the Christmas Day holiday and the day observed thereunder as the New Year's Day holiday; or

(ii) between the day immediately preceding the Good Friday holiday and the Monday next after the Easter Monday holiday,

shall be deemed thereby to fulfil all obligations to that employee under this clause in respect of the period of twelve months' service referred to in sub-clause (a) hereof. The provision of sub-clause (c) hereof shall apply to this sub-clause.

(h) Where leave has been granted to an employee pursuant to sub-clauses (c) or (g) hereof before the right thereto has accrued due, and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may, for each two complete months of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment one-sixth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by this Determination.

(i) In the case of the employees in the employment of an employer on the 19th day of December, 1940, service before the date of this Determination shall be taken into consideration for the purpose of calculating annual leave, and persons in employment on the 19th day of December, 1939, shall, for the purposes of this clause be deemed to have commenced their service on that date.

(j) For the purpose of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or determination of the employment by the employer, if such interruption or determination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of sickness or accident or military service, and in calculating the period of twelve months' continuous service absence on account of sickness or accident to the extent of fourteen days in any twelve months shall be deemed to be part of the period of continuous service;

(iii) any termination of employment by the employee if such termination has been made merely with the intention of preventing the operation of sub-clause (g) hereof.

(k) Except as provided by sub-clause (g) hereof the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by this Determination, and if any such holiday falls within an employee's period of annual leave, there shall be added to that period one day for each such holiday falling as aforesaid.

(l) For the purposes of this clause, a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

(m) Where the employer is a successor or assignee or transferee of a business, if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, the employee in respect of the period during which he was in the service of the predecessor shall, for the purpose of this clause, be deemed to be in the service of the employer.

RIGHT OF ENTRY OF UNION OFFICIALS.

(19) A duly accredited representative of the Federated Moulders (Metals) Union of Australia and The Iron Foundry Employees Union not more than once a week shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed during the midday meal hour for the purpose of interviewing employees on legitimate union business.

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

SHOP STEWARDS.

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

DEFINITIONS.

(21) For the purposes of this Determination the following definitions shall apply:—

"Manufacture and/or manufacturing" means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with machinery and mechanical apparatus and of electrical machinery and apparatus and of locks, scales, window frames, and other metallic articles.

"Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds made by a machine process.

"Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

"Plate and machine moulder" means an adult employee engaged in moulding on the plate system or by machines where the pattern is either a fixture to the plate or the spray system is used.

"Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.

"Furnaceman" means an employee in charge of a furnace used for smelting metals or ores, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.

"Moulders' assistant" means a labourer fully occupied in assisting a tradesman in the making of moulds by mixing sand and helping on large boxes, pouring metal into moulds or chills, making (not moulding) tackle for coremaking or moulding purposes, and digging holes in preparation for placing pattern in ready for moulding.

"Year" means each period of 365 consecutive days, starting from the 15th day of May, 1935.

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

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.

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

SPECIAL EXEMPTIONS.

(22) *Agricultural Implement Making*—Except as to the Wages prescribed for Tradesmen.—Employers engaged in the making of agricultural and dairying implements shall, as to employees engaged in the making of such agricultural and dairying implements (including engines used for agricultural purposes), be exempt from this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

(23) The wages rates set out in clause (2) are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, 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 rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (24).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Victoria— Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.	£ s. d. 4 1 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(24) (a) Until the beginning of the first pay period to commence in August, 1941, the amounts of the basic wage shall be as prescribed in clause (23).

(b) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, the amounts of the basic wages all 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 :—

- (i) The index number set to be applied to a place is that assigned thereto in clause (23).
- (ii) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (iv) The basic wage shall be of that amount assigned during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
735-746	3 0 0	883-895	3 12 0
747-759	3 1 0	896-907	3 13 0
760-771	3 2 0	908-919	3 14 0
772-783	3 3 0	920-932	3 15 0
784-796	3 4 0	933-944	3 16 0
797-808	3 5 0	945-956	3 17 0
809-820	3 6 0	957-969	3 18 0
821-833	3 7 0	970-981	3 19 0
834-845	3 8 0	982-993	4 0 0
846-858	3 9 0	994-1006	4 1 0
859-870	3 10 0	1007-1018	4 2 0
871-882	3 11 0	1019-1030	4 3 0

The wages of apprentices in receipt of 25s. per week or more and females and juniors in receipt of 20s. per week or more shall be adjusted proportionately to adjustments of the basic wage in terms of clause (24)—such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

MARGINAL RATES.

In addition to the basic wage provided in clause (23) the margins and wartime loadings set out in this clause plus 6s. shall be the minimum rate payable to employees therein named :—

	Margins per Week.	War Time Loadings per Week.
	s. d.	s. d.
<i>Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.</i>		
Bank pipe moulders—		
5 and 6 inch, headmen	25 0	6 0
5 and 6 inch, footmen	14 0	6 0
4 inch and under, headmen	18 0	6 0
4 inch and under, footmen	10 0	6 0
Vertical pipe moulders—		
Rammers, coremakers, corers, or casters	8 0	6 0
Dressers of pipes, including dressers on emery wheels	8 0	6 0
Furnacemen	12 0	6 0
Furnacemen's assistant (i.e., any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron)	7 0	6 0

	Margins per Week.	War Time Loadings per Week.
<i>Persons Employed in making Pipes by machinery.</i>	<i>s. d.</i>	<i>s. d.</i>
Coremakers—		
5 and 6 inch, faucet	25 0	6 0
5 and 6 inch, spigot	14 0	6 0
4 inch and under, faucet	18 0	6 0
4 inch and under, spigot	10 0	6 0
Finishers and Casters—		
5 and 6 inch	25 0	6 0
4 inch and under	18 0	6 0
<i>Metal Moulding.</i>		
Jobbing moulders or coremakers	30 0	6 0
Agricultural stove dairying implement moulders or coremakers	20 0	6 0
Machine or plate moulders or coremakers—		
1st six months	9 0	6 0
2nd six months	12 0	6 0
3rd six months	15 0	6 0
After two years	20 0	6 0
Dressers using portable machine	13 0	6 0
Dressers (including dressers on emery wheels)	11 0	6 0
Cupola Furnacemen	18 0	6 0
Crucible furnacemen	15 0	6 0
Converter furnacemen (i.e., persons in charge of a converter)	18 0	6 0
Electric furnacemen	17 0	6 0
Furnacemen	15 0	6 0
Furnacemen's assistant (including any person assisting in daubing ladles, charging, mixing, daubing, and breaking pig iron)	9 0	6 0
Loader and Unloader of annealing furnace	9 0	6 0
Shot-blast and sand-blast dressers who are not protected from flying shot and sand by a properly enclosed cabin	19 0	6 0
Shot-blast and sand-blast dressers who are protected from flying shot and sand by a properly enclosed cabin	9 0	6 0
<i>Labourers.</i>		
Moulders' Assistant	9 0	6 0
Labourers	Nil	6 0

W. W. HARRIS, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 29th May, 1941.

Published by Authority.

No. 156]

THURSDAY, JUNE 5.

[1941

DETERMINATION OF THE GAS METER BOARD.

(1) That on the 5th June, 1941, the last and all previous Determinations of this Board shall be revoked and replaced by this Determination.

(2) Apprentices or Improvers.			Other Employees.		
WAGES.	Per Week of 44 Hours.		WAGES PER WEEK OF 44 HOURS.		
	s.	d.	Weekly Rate.	War Loading.	Total Weekly Wage.
			£ s. d.	s. d.	£ s. d.
1st year—					
1st six months	20	3	6 3 2	6 0	6 9 2
2nd six months	23	3	5 14 0	6 0	6 0 0
2nd year ..	28	1	5 9 11	4 0	5 13 11
3rd year ..	39	5	5 9 11	4 0	5 13 11
4th year ..	57	2	6 2 11	6 0	6 8 11
5th year ..	71	8			
PROPORTION (within any place).					
Apprentices.					
One apprentice to every three or fraction of three workers receiving not less than 89s. per week of 44 hours.			Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) ..	6 3 2	6 9 2
			Meter makers or repairers	5 14 0	6 0 0
			Prepayment meter attachment maker	5 9 11	5 13 11
			Caster of gratings and covers	5 9 11	5 13 11
			Head tester—(a) where eight or more other testers are employed	6 2 11	6 8 11
			(b) where four and not more than seven other testers are employed	5 19 8	6 5 8
			Other testers	5 3 9	5 6 9
			Leading diaphragm tier (where two or more other diaphragm tiers are employed)	5 14 10	6 0 10
			Other diaphragm tiers, including persons banding, crimping, or wiring	4 17 10	5 0 10
			Leading diaphragm outter, where two or more cutters are employed	5 8 10	5 12 10
			Other diaphragm cutters	4 17 10	5 0 10
			Rim, disc, or pre-payment meter cash boxmakers	5 2 9	5 5 9
			Machinist (power press)	4 18 1	5 1 1
			Other machinist	4 12 5	4 15 5
			Assistant machinist	4 9 4	4 12 4
			All others	4 6 0	4 9 0

No. 156 — 6610/41.

(7) PROMOTIONS.—

(a) In shortening hands or making promotions the employer shall put efficiency foremost, and in the event of equal efficiency, shall prefer a senior man to a junior.

(b) "Efficiency" means special qualifications and aptitude including suitability in age for the discharge of the duties of the office to be filled, together with merit and good and diligent conduct.

(8) SENIORITY LISTS.—Seniority lists shall be compiled by each employer showing the last date on which each employee entered the service of his employer. Each employer shall, if and when reasonably required, furnish a copy of the seniority list to the Secretary of the Union concerned.

(9) CONDITIONS OF ENGAGEMENT.—(a) Except as otherwise hereinafter provided, all employees shall be engaged by the week, the employment to be terminable only by a week's notice on either side, which notice may be given at any time during any week.

(b) Provided that for misconduct or neglect of duty by an employee, his employment may be determined forthwith without notice, in which case he shall be entitled only to an amount for wages proportionate to the amount of work done before such determination, such amount for wages to be paid forthwith.

(c) From the commencement of an employee's service during a time not exceeding two weeks, the employer may engage him by the day, subject to payment of the rate of wage prescribed for other than weekly employees.

(d) Subject to any express limitation in the terms of his engagement and to his right to determine his employment by a week's notice, an employee to become entitled to the benefits of this Determination must do such kinds of work at such times as the employer may require him to do for the time being, but the employer shall in respect of such work observe any applicable provisions of this Determination as to special or extra rates.

(e) If an employee absents himself from duty or does not attend for duty, the employer, subject to the provisions for sick leave and accident leave hereinafter contained, may deduct from the employee's wages an amount proportionate to the length of the employee's absence or non-attendance.

(10) SICK LEAVE.—An employee after having completed three weeks' continuous service immediately preceding the day upon which he reasonably absents himself from work because of disability due to his own ill health, and who within 48 hours after the commencement of the absence produces evidence satisfactory to the employer of such disability by medical certificate or otherwise shall, without incurring any deduction of pay, be entitled to leave of absence during such disability for a period or periods not exceeding in the aggregate four days in each year, beginning with the 19th September, 1938.

The rate of wage payable to the employee during such leave of absence without deduction of pay shall be the prescribed ordinary rate or averaged rates for the work done by him during his last six working days next before his absence began.

PIECE-WORK PRICES.

(11) In addition to the piece-work prices set out in this clause a pieceworker shall be paid 6s. War Loading for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

The lowest piece-work prices payable to any person engaged in the following kinds of work shall be:—

(a) MAKING TIN DRY ORDINARY METERS, "MET" AND "P. AND C." PATTERN, ALSO HIGH CAPACITY METERS, "P. AND C." PATTERN.

	H.C. 1.	H.C. 2.				
	per doz. £ s. d.	per doz. £ s. d.				
<i>Ordinary Meters.</i>						
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes	12 7 6	13 14 9				
	Lights.					
	2.	3.	5.	10.	20.	
	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valve plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes	8 1 9	8 7 6	9 8 1	11 8 1	16 10 8	
<i>High Capacity Meters.</i>						
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms	Capacity, 100 cubic feet per hour: £8 19s. 4d. per doz. Capacity, 125 cubic feet per hour: £10 4s. 9d. per doz.					
<i>"P. and C." A.V. 2:200 feet per hour. Open Top Pattern Meters.</i>						
Making up "P. and C." A.V. 2:200 feet per hour Open Top Pattern Meters, i.e., doing the following work necessary to complete the meter, including the putting together of all parts and the making of valve plates, making up case, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, tinning all parts, soldering both back and front of division, soldering flag to roller and pillar unit, soldering in rods and tees and tees and motion wires, soldering on backs and fronts, soldering in bridges, soldering in and fitting index boxes, soldering arms to covers, pinning covers and setting tangents (but not including forming centre tube throat pieces), making up rims and bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms and oiling diaphragms, assembling of bridges, making up of index complete in pan with stuffing box attached, stuffing index box or drilling, tapping or screwing arms to covers.	£8 16s. 11d. per doz.					

(b) MAKING TIN DRY PREPAYMENT METERS.

Making "P. and C." pattern high capacity prepayment meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, tinning all parts, soldering prepayment valve seat on bridge, soldering in prepayment valve, soldering top on prepayment valve box, soldering prepayment valve box to meter, soldering stuffing box to prepayment valve box and stuffing same, soldering on lever, soldering on circular box, soldering on prepayment movement and index, soldering on side cash box, soldering hasp to catch piece, soldering catch piece to meter, edging front of money box and attaching same to box, soldering on ring and tab to front of money box, trying coins in circular box, soldering on indicator, soldering bottom to cash box, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms

Capacity, 100 cubic feet per hour; £11 0s. 3d. per doz.

(c) MAKING RIMS AND DISCS.

	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 620 rims.	per job of 580 rims.	per job of 480 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making rims and discs ..	6 3 9	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Making rims .. ..	.. ..	6 3 9	6 3 9	6 3 9	6 3 9	6 3 9	.. ..	.. ..
					per doz. discs.	per doz. discs.		
					£ s. d.	£ s. d.		
Making discs .. ..	.. ..	.. ..	.. ..	.. ..	0 5 1½	0 7 6½	0 18 2	1 1 9½
Making rims for circular crimped-on diaphragms	.. ..	.. ..	per job of 400 rims.	per job of 400 rims.	.. ..	.. ..	.. ..	.. ..
			5 10 1	5 14 3				

(d) WIRING OR TYING DIAPHRAGMS.

	2, 3, or 5 Lights.	10 Lights.
	per dozen. s. d.	per dozen. s. d.
Wiring or tying diaphragms ..	5 6½	7 3

(e) RENEWALS.

	Lights.				
	30.	50.	60.	80.	100.
	per doz.	per job of 6.	per job of 6.	per job of 3.	per job of 3.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Ordinary Meters. Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz.:— Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by:— Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work ..	33 10 3	25 17 10	27 14 2	18 15 9	18 15 9

(f) REPAIRING METERS.

	H.C. 1.	H.C. 2.	Lights.			
			5.	10.	20.	30.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work	13 1½	13 1½	12 0½	14 7	20 5½	23 10
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Cleaning meter; re-grinding valves; re-stuffing boxes; re-setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles) .. .. .	.. ..	.. ..	per job of ten meters £ s. d. 6 19 10 each meter. s. d. 1 6	.. ..	.. ..	.. ..
Inserting new leather on shut off valve in Parkinson pattern prepayment meter .. .. .	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..

REPAIRING METERS—continued.

	Lights.				
	2.	3.	5.	10.	20.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing tin dry ordinary meters in the following manner:—					
(a) Cleaning meter; inserting diaphragms; setting or re-grinding valves; re-stuffing boxes; removing and replacing cock plates and index	7 10	8 9	9 6	10 6	14 4
(b) Cleaning meter; cutting discs; oiling diaphragms; setting or re-grinding valves; re-stuffing boxes; removing cock plate and index; taking off and putting in back and front	6 6	6 6	6 6	6 8	9 11
Repairing tin dry prepayment meters, extra on above (a) and (b):—					
(i) Meters fitted with 1977 movements	2 6	2 6	2 6	2 6	2 6
(ii) Meters fitted with 1924 and similar movements	3 0	3 0	3 0	3 0	3 0
(iii) Other meters	2 3	2 3	2 3	2 3	2 3

With 21.891 per cent. added.

NOTE.—14d. to be paid extra for all T. Glover slot repairs with the exception of Parkinson pattern meters—all Cowan H. to F. slots to be subject to this increase.

(g) EXTRAS.

Article.	Lights.	Price.	Article.	Lights.	Price.
		s. d.			s. d.
Frame and door	2, 3, 5, 10	0 7	Pipes inside inlet	2, 3, 5, 10 to 20	2 0 pair
Bottom and studs	2, 3, 5, 10	1 4	Other pipes	2, 3, 5, 10	1 0 "
Bridge	20	1 8	Galleries	20	2 0 "
Rod arms	2, 3, 5, 10	1 0	Guides	2, 3, 5, 10	1 3 "
Valve arms	20	1 3	Feet	20	1 8 "
Valve-box covers	2, 3, 5, 10	0 4 pair	Rod stuffing boxes	2 to 20	0 4 set
Divisions	20	0 8 "	Clean valves and set to zero	2, 3, 5, 10	0 4 "
Half-valve plate	2, 3, 5, 10	0 3 "		20	1 0 "
	2	2 3		3 and 5	0 5 pair
	3	2 5		10	2 0
	5	2 7		20	2 5
	10	2 9		20	2 11
	20	2 11	Slot meters extra on above .. .. .	..	1 2 each
New door	2	0 2	Taking off and putting on back and front only	2	1 3 pair
Motion wires	2, 3, 5, 10	0 7 pair		3 and 5	1 6 "
Throat pieces	20	1 3 "		10	1 8 "
Side chambers	2, 3, 5, 10	1 0 "	Turn-over backs and fronts	20	2 3 "
	2, 3, 5, 10	0 6 each	Condemning	2 to 20	0 5 "
				2	1 3 "
				3, 5, 10	1 5 "
New sides	2, 3, 5, 10	4 4 pair		20	1 11
Tees	2, 3, 5, 10	1 0 "	Piecing cases	2 to 20	0 6
	20	1 3 "	Putting in deep rim diap.	3	0 7 pair
				5	0 5 "

With 21.891 per cent. added.

With 21.891 per cent. added.

NOTE.—(i) "Leaks round grating" and "All crutch leaks" shall be paid for at wages rates.

(ii) All materials for piece-work, except that set out in sub-clause (d) of the piece-work schedule, supplied to the employee in good order and condition.

D. GRANT, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 19th May, 1941.

[2097]



VICTORIA GOVERNMENT GAZETTE.

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No. 157]

THURSDAY, JUNE 5.

[1941

Factories and Shops Acts.

DETERMINATION OF THE BREAD CARTERS BOARD.

NOTE.—This Determination on the 6th June, 1941, applied to the following parts of Victoria, namely:—

(a) the Metropolitan District and the Geelong District as defined in the *Factories and Shops Act*, 1928 (No. 3677); such portions of the City of Sandringham as are not within the said Metropolitan District; the Cities of Ballarat, Bendigo, Chelsea, Mildura, Mordialloc, and Warrnambool; the boroughs of Eaglehawk, Echuca, Hamilton, Sebastopol, and Wonthaggi; the Township of Kangaroo Flat in the Shires of Marong and Strathfeldsaye; and

(b) the shires or portions of the shires (if any) set forth below in the column opposite the name of the shire:—

Name of Shire.	Shire or Portion of the Shire to which Determination is to be Applicable.
Ballarat	Such portions as are within a radius of 3 miles of the Ballarat Post Office
Bungaree	
Buninyong	
Grenville	
Colac	
Dandenong	Such portions as are within a radius of 2 miles of the Colac Post Office
Frankston and Hastings	The whole of the Shire
Hampden	The Seaford Riding and the Township of Frankston
Huntly	Such portions as are within a radius of 2 miles of the Camperdown Post Office
Mildura	Such portions as are within a radius of 10 miles of the Bendigo Post Office
	The Township of Merbein and such portions of the Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively
Mulgrave	The whole of the Shire
South Barwon	Such portions as are not within the said Geelong District, but are within a radius of 5 miles of the Geelong Post Office
Werribee	Such portions as are within a radius of 3 miles of the Altona Post Office

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which, since 13th August, 1934, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (1) whosoever employed in carting or driving or assisting in carting or driving or in delivering bread in connexion with the business of a baker or a seller of bread;
- (2) employed in or in connexion with any stable in which are stabled the horses used in his trade or business by a baker or a seller of bread"—

has made the following determination, namely:—

(1) That on the 6th June, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 157.—6613/41.

(2)

Apprentices.			Improvers.			Other Employees.				
WAGES.			WAGES.			—	WAGES.		WEEKLY HOURS.	
			Mildura District.	Elsewhere.			Mildura District.	Elsewhere.	During a week in which the Bread Carters' Statutory Holiday is observed.	During any other week.
			Per week. s. d.	Per week. s. d.	Per week. s. d.		s. d.	s. d.		
1st Year—			14 and under		14 and under	Stable Workers	76 6	84 6	48	48
1st 6 months .. 30 0			21 years of age .. 69 3		21 years of age .. 76 6					
2nd 6 months .. 35 0						All Others	97 0	105 0	46	50
2nd Year—										
1st 6 months .. 42 6										
2nd 6 months .. 50 0										
3rd Year—										
1st 6 months .. 60 0										
2nd 6 months .. 70 0										
			PROPORTION—Wherever this Determination applies.							
PROPORTION—(In any place.)			(In any place.)							
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.			One improver to six or more workers receiving not less than the minimum wage.							
Apprentices and improvers shall be subject to the hours per week fixed for their respective sections.										

(3) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work for all persons (other than stable workers) shall be:—

Time of beginning.	Time of ending.
5 a.m. ..	6 p.m. on ordinary days.
5 a.m. ..	7 p.m. on days during which bread for more than one day's consumption is delivered.

NOTE.—Section 32, Act 4275, provides that within the Metropolitan District:—

Every person—

(a) who before six o'clock in the morning or after six o'clock in the evening on any day carts or delivers bread on sale whether in a retail or wholesale way, and whether the same has been paid for or is to be paid for on or after delivery; or

(b) who causes any bread to be so carted or delivered—
shall be guilty of an offence. Penalty: Minimum one pound, maximum five pounds.

(4) OVERTIME.—(a) For stable workers—

In excess of 48 hours in any week .. 9d. per hour in addition to ordinary rates.

(b) For any other person—

Outside the hours fixed as the times of beginning and ending work .. 3s. per hour.

Within the hours fixed, in excess of the number of hours fixed as the week's work .. 9d. per hour in addition to ordinary rates.

(5) ALLOWANCE.—Any employee who is required to wear clean washable outer garments shall be paid 1s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

(6) SPECIAL RATES.—That double time shall be the rate payable for all work done on Sunday, New Year's Day, 26th January (Australia Day), Good Friday, Easter Monday, 21st April (Labour Day), King's Birthday, Show Day (in such localities mentioned in the Twelfth Schedule to the *Public Service Act 1928* as are within the area to which this Determination applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

Note:—Section (2) Act 4784 provides, within certain areas, that, *inter alia* "Every baker or pastrycook shall permit every person employed by him in delivering bread to have and take a holiday for the whole of each public holiday, other than Easter Tuesday and the day after Good Friday;".

(7) DAY AND LATEST HOUR FOR PAYMENT OF WAGES.—Thursday, at 5.30 p.m., shall be the day and latest hour for payment of wages.

(8) TERMINATION OF EMPLOYMENT.—Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

(9) ANNUAL LEAVE.—Any person who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday on full pay in each year, such holiday to be given within three months of the completion of each twelve months' service. Provided that any person whose service terminates after not less than six months, but less than any period of twelve months, shall be granted leave *pro rata*.

For the purposes of this clause, service prior to 25th August, 1939, shall be disregarded.

(10) UNION REPRESENTATIVE.—The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Determination to inspect the entries in the time-book required to be kept under the provisions of the Factories and Shops Acts.

(11) DEFINITION.—The expression "Mildura District," wherever occurring herein, shall be deemed to mean—

(a) the City of Mildura, and

(b) the Township of Merbein in the Shire of Mildura and such portions of the said Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

R. J. EDWARDS, Chairman.

REX L. CECIL, Secretary.

Melbourne, 21st May, 1941.