

[2283]



VICTORIA  
GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

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No. 178]

FRIDAY, JUNE 27.

[1941

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MINING NOTICE.

NORTH HUSTLERS GOLD MINING COMPANY  
NO LIABILITY.

NOTICE.—All shares in the above-named company (included in Nos. 1 to 50,000) on which the 12th Call of Three pence per share remains unpaid are forfeited, and will be sold by public auction at the Stock Exchange, Bendigo, on Tuesday, 8th July, 1941, at Four o'clock p.m.

By order of the Board.

J. J. STANISTREET

9322

(McColl, Rankin, and Stanistreet), Manager.





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No. 179]

FRIDAY, JUNE 27.

[1941

Factories and Shops Acts.

## DETERMINATION OF THE SEWAGE DISTRIBUTION 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 appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

- (a) in the process, trade, business, or occupation of distributing sewage from channels;  
(b) at or about tanks at sewage treatment works," has made the following Determination, namely:—

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

(2)

### WAGES PER WEEK OF 44 HOURS.

	s.	d.
Ganger, i.e., a man in charge of over six men .. .. .	108	0
Leading waterman .. .. .	105	0
Leading hand, i.e., a man in charge of from three to six men .. .. .	100	0
Waterman, i.e., a man who distributes sewage from channels over land .. .. .	97	0
Groundsman, i.e., a man who prepares ground ahead of a waterman .. .. .	97	0
Sewage tank attendant .. .. .	97	0
Man engaged maintaining and cleaning out channels or flumes used for the conveyance of sewage and of drains used for the conveyance of effluent .. .. .	97	0
Tide gate attendant, i.e., a man who keeps channels open at seafront .. .. .	95	0

Employees engaged on afternoon or night shift shall, in addition to the rates fixed above, be paid 6s. and 8s. per week respectively.

Any employee who is required to enter and clean out or maintain syphons, sludge bays, digestion tanks, and/or sedimentation tanks, pits or weirs, or grass filtration and/or pasture areas where there are deposits of wet sludge 2 inches or more deep in which he has to work, or to enter sewage distribution channels and clean out wet sludge, shall, in addition to the rates fixed above, be paid at the rate of 9s. per week whilst so engaged.

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

(3) ORDINARY WEEK'S WORK.—Forty-four hours shall constitute an ordinary week's work to be worked as follows:—

(a) *By persons other than shift workers—*

Monday to Friday .. .. .	8 hours between 8 a.m. and 5 p.m.
Saturday .. .. .	4 hours between 8 a.m. and 12 noon.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total number of hours be increased.

(b) *By shift workers—*

Day shift .. .. .	7 a.m. to 3 p.m.
Afternoon shift .. .. .	3 p.m. to 11 p.m.
Night shift .. .. .	11 p.m. to 7 a.m.

The number of hours per week for shift workers may be varied by agreement between employer and employee, so that 48 hours may be worked one week and 40 hours the following week, which hours shall be the hours of duty.

(4) OVERTIME.—

(a) *Persons other than shift workers—*

For all time worked in excess of the number of hours fixed in Clause 3 (a) .. .. . Time and a half.

(b) *Shift workers—*

For all time worked outside the hours fixed for shifts in Clause 3 (b) .. .. . Time and a half.

The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts 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.

(5) TRAVELLING TIME ALLOWANCE.—The following additional rate shall be paid to any person employed under this Determination—10d. per day or portion of a day.

Employees of Sewerage Authorities other than the Melbourne and Metropolitan Board of Works are exempted from the provisions of this clause unless they reside more than half a mile from Sewerage Treatment Works.

(6) 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 in the manner directed.

(7) FAILING TO NOTIFY EMPLOYER.—If any employee on shift work, or any other daily, weekly or nightly work is not informed before he leaves the job at the end of his shift or day that he is not required to work on the next shift, or day, or night, and such employee attends on the next shift, or on the next day or night, and he is not put to any other work, he shall be paid for four hours for that shift, day or night not worked.

Provided that this clause shall not apply in the case of an employee for whom other suitable work is provided.

(8) EMPLOYEE RECALLED TO WORK.—When an employee is recalled to work by direction after leaving the job, or after having completed a full shift or day's work, he shall be paid for a minimum of three hours at the prescribed rates.

(9) WET PLACES.—Any employee who in the course of his duty, is compelled to walk in sewage effluent, or in water more than two inches deep, shall be paid an additional 2s. per week.

Provided that this clause shall not apply in the case of an employee who is provided with efficient waterproof boots by and at the expense of the employer.

(10) WATERPROOF COATS.—Suitable waterproof coats shall be provided by, and at the expense of the employer to employees engaged in work performed in wet weather, and/or wet places.

(11) SICK LEAVE.—Any employee not attending duty shall lose his pay for the actual time of non-attendance, unless he produces or forwards to the management within twenty-four hours of the beginning of his absence, satisfactory evidence that his non-attendance was due to personal ill health, sufficient to incapacitate him for his usual work.

An employee shall not be entitled to payment for non-attendance on the ground of ill health for more than six days in each year.

(12) HOLIDAYS.—All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

Double time shall be the rate for all work done on Good Friday and Christmas Day, and time and a half shall be the rate for all work done on New Year's Day, Labour Day, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, and Boxing Day.

The days following the day observed as Boxing Day up to and inclusive of the 31st December in each year shall be granted as holidays on full pay to all employees. Should any employee work on any of the days referred to in this period or should a rest day of any employee engaged on shift work fall within such period he shall in either case receive within twelve months thereafter a holiday on full pay in lieu of each of such days.

(13) ANNUAL LEAVE.—A period of twelve consecutive working days' leave (exclusive of the holidays mentioned in clause 12) shall be allowed annually to all employees after twelve months' continuous service from the 1st July, 1941 (less the period of annual leave).

Provided further that any employee who has had less than twelve months' such service shall be given a term of leave *pro rata* in accordance with his length of service under this Determination, based on one day for each complete month of service.

Annual leave shall be given at a time to be fixed by the employer.

For the purposes of this clause the twelve months' period shall be deemed to commence on the 1st day of July in each year.

(14) 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.

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

*Basic Wage.*

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

(15) ADJUSTMENT OF BASIC WAGE.

(a) Until the beginning of the first pay period to commence in August, 1941, the amount of the basic wage shall be as prescribed in clause (14).

(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 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	896-907	3 13 0
747-759	3 1 0	908-919	3 14 0
760-771	3 2 0	920-932	3 15 0
772-783	3 3 0	933-944	3 16 0
784-796	3 4 0	945-956	3 17 0
797-808	3 5 0	957-969	3 18 0
809-820	3 6 0	970-981	3 19 0
821-833	3 7 0	982-993	4 0 0
834-845	3 8 0	994-1006	4 1 0
846-858	3 9 0	1007-1018	4 2 0
859-870	3 10 0	1019-1030	4 3 0
871-882	3 11 0	1031-1043	4 4 0
883-895	3 12 0	1044-1055	4 5 0

D. GRANT, Chairman.

GEO. E. PARR, Secretary.

Melbourne, 13th June, 1941.



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No. 180]

FRIDAY, JUNE 27.

[1941

Factories and Shops Acts.

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to determine the lowest prices or rates which may be paid—

(a) to any person employed—

(i) as a Storeman, Packer, or Sorter.

(ii) in assisting a Storeman, Packer or Sorter,

(iii) as an assembler, collector, or checker of goods in course of receipt or despatch ;

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards :—

Aerated Water Trade Board	Furniture Board (Wood Mantelpiece or Overmantel)	Printers Board (Provincial)
Agricultural Implements Board	Glassworkers Board	Retail Dairy Board
Agricultural Implements Board (Country)	Grocers Sundries Board	Rubber Trade Board
Bedstead Makers Board	Ham and Bacon Curers Board	Shops Board No. 1 (Boot Dealers)
Biscuit Board	Hotel and Restaurant Board	Shops Board No. 7 (Country Shop Assistants)
Boarding Houses Board	Ice Board	Shops Board No. 9 (Drapers and Men's Clothing)
Brewers Board	Jam Trade Board	Shops Board No. 12 (Fuel and Fodder)
Butter Board	Leather Goods Board	Shops Board No. 13 (Fuel and Fodder—Country)
Butter Factories Board	Marine Stores Board	Shops Board No. 14 (Furniture Dealers)
Cardboard Box Trade Board	Meat Preservers Board	Shops Board No. 15 (Grocers)
Cigar Trade Board	Millet Broom Board	Shops Board No. 16 (Hardware)
Condenseries Board	Nailmakers Board	Slaughtering for Export Board
Confectioners Board	Paper Board	Tea Packing Board
Cordage Board	Paper Bag Trade Board	Tinsmiths Board
Fellmongers Board	Pastrycooks Board	Wholesale Grocers Board
Flock Board	Plate Glass Board	Wireworkers Board
Flour Board	Pottery Board	Woodworkers Board
Flour Board (Country)	Printers Board	Woolen and Cotton Trade Board—
Frozen Goods Board	Printers Board (Country)	
Fruit Packing Board		
Furniture Board (Picture Frames)		

has made the following Determination, namely :—

(1) That as from the beginning of the first pay period to commence after the 25th June, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 180.—7769/41.

(2) APPRENTICES AND IMPROVERS.

	Wages Per Week of 44 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	} 62 3	20 9	23 3	22 3	20 9	<p><b>APPRENTICES.</b> One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p><b>MALE IMPROVERS.</b> <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving 9s. per week. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving 9s. per week.</p> <p><b>FEMALE IMPROVERS.</b> <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving 5s. 9d. per week. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving 5s. 9d. per week. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving 5s. per week. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving 5s. per week.</p>
16 to 17 years of age		27 6	26 6	28 6	27 0	
17 to 18 years of age		35 6	31 3	32 6	29 9	
18 to 19 years of age		49 6	35 3	38 3	35 0	
19 to 20 years of age		79 6	64 0	41 0	42 0	
20 to 21 years of age	98 6	77 9	46 6	47 9	44 9	
						Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

(3) JUVENILE WORKERS.

JUVENILE WORKERS, i.e., MALES UNDER 21 YEARS OF AGE (OTHER THAN APPRENTICES OR IMPROVERS) EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Wages Per Week of 44 Hours.

	<i>s. d.</i>
Under 15 years of age .. .. .	24 4
15 to 16 years of age .. .. .	24 4
16 to 17 years of age .. .. .	30 2
17 to 18 years of age .. .. .	33 4
18 to 19 years of age .. .. .	42 4
19 to 20 years of age .. .. .	53 10
20 to 21 years of age .. .. .	63 6

Provided that a juvenile worker called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be entitled to receive the wage fixed for an adult, whilst so engaged.

(4) (a) OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 44 Hours.
	<i>s. d.</i>
Head storeman, i.e., an employee in charge of a store or a special department in a store ..	104 6
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men regularly under his supervision .. .. .	90 6
All others .. .. .	94 6

(4) (b) IN (OR ON) ANY PLACE OTHER THAN OIL, GREASE AND PETROLEUM PRODUCTS STORES.

Column No.	Males employed in (or on) or in connexion with—													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Storemen employed in Figured, Roll, and Sheet Glass Stores.	Storemen employed in Engineering Establishments or in charge of, or in issue Stores or Tools for use in such Establishments.	Wharves, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Road or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Storegoods Warehouses.	Root Factories, or Wholesale Chemists' or Manufacturing Establishments.	Bulk Paper Stores or Rubber Goods Manufacturers' Stores.	Iron Yards in which Steel or Iron Bars, Plates, Pipe or Sheets black or galvanized are handled.	Hardware Stores.	Electrical Goods Manufacturers' Stores.	Electrical Goods Stores (other than Electrical Goods Manufacturers' Stores).	
													Retail Establishments.	Other than Retail Establishments.
	WAGES PER WEEK OF—													
	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—														
(a) Works singly	104 6	104 6	116 0	107 8	101 0	103 0	100 0	102 6	104 6	104 6	104 6	104 6	104 6	104 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—														
(a) 1, 2, 3, 4, 5, or 6 such persons	106 9	106 9	116 0	107 8	101 0	105 6	102 3	104 9	106 9	106 9	106 9	106 9	106 9	106 9
(b) 7 or more such persons	120 9	120 9	116 0	107 8	101 0	119 6	116 9	119 6	120 9	120 9	120 9	120 9	120 9	120 9
Storeman in charge of a bulk store removed from the main place of business	104 6	104 6	..	..	..	..	100 0	102 6	104 6	104 6	104 6	104 6	104 6	104 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	103 3	..	..	..
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Egg packers, sorters, or testers with six months' or more experience	..	..	..	..	..	..	..	..	..	..	..	..	..	..
All male adults not otherwise provided for	100 0	100 0	116 0	107 8	101 0	100 0	97 0	98 0	100 0	100 0	100 0	100 0	100 0	100 0

Column No.	Males employed in (or on) or in connexion with—										
	15	16	17	18	19	20	21	22	23	24	25
	Bread-making Establishments.	Match Factory Stores.	Wholesale Confectionery Stores.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oils, Colour and Varnish Stores.	Bulk Salt Stores, Stores in which Stoves are Stocked (except Stoves in Open Metal Stores), and Stores in which Sausage Casings are Stored, Packed or Sorted.	Machinery Stores.	Stove, Oven or other Metal Goods Manufacturers' Stores.	Dye Stores.	Other Dye Stores.	Steel Stores.	Any Other Place.
	WAGES PER WEEK OF—										
	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Storeman, Packer, or Sorter, who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—											
(a) Works singly	113 0	104 6	104 6	102 6	104 6	104 6	104 6	104 6	112 0	100 0	100 0
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—											
(a) 1, 2, 3, 4, 5, or 6 such persons	119 3	106 9	106 9	104 9	106 9	111 9	106 9	106 9	114 3	102 3	102 3
(b) 7 or more such persons	133 9	120 9	120 9	119 6	120 9	120 9	120 9	120 9	128 3	124 9	116 9
Storeman in charge of a bulk store removed from the main place of business	..	104 6	104 6	102 6	104 6	104 6	104 6	104 6	112 0	100 0	100 0
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	103 3
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	100 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	100 0
Egg packers, sorters or testers with six months' or more experience	..	..	..	..	..	..	..	..	..	..	98 0
All male adults not otherwise provided for	113 0	100 0	100 0	98 0	100 0	100 0	100 0	100 0	108 0	98 0	97 0

Storemen or packers called upon to work in cool stores shall be paid 2s. 3d. per hour whilst so employed.

(4) (c)

FEMALES.

	Females Employed in or in Connection with—			
	Manufacturing Chemists' Factories.	Establishments in which are Sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	Wages per Week of—			
	44 Hours.	44 Hours.	44 Hours.	44 Hours.
	s. d.	s. d.	s. d.	s. d.
Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly .. .. .	56 3	63 0	67 6	56 3
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—				
(i) 1, 2, 3, 4, 5, or 6 such persons .. .. .	60 0	67 6	71 9	60 0
(ii) 7 or more such persons .. .. .	68 0	74 3	79 6	68 0
Females employed packing or sorting laundry work .. .. .	.. .. .	.. .. .	.. .. .	58 9
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience .. .. .	.. .. .	.. .. .	57 9	.. .. .
With eight weeks' or more experience .. .. .	.. .. .	.. .. .	64 6	.. .. .
All female adults not otherwise provided for .. .. .	54 0	58 9	57 0	54 0

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

(5) CASUAL WORK.—Casual employees, i.e., persons employed for less than two consecutive weeks shall be paid at the rate of 2s. 10½d. per hour.

(6) EXTRA RATE.—Whenever not more than two storemen or packers are employed handling or rolling barrels or drums, weighing over 5 cwt., for more than half an hour, they shall be paid 6d. per hour extra, whilst so employed.

(7) ORDINARY WEEK'S WORK.—Forty-four hours shall constitute a week's work and they shall be worked as follows :—Eight hours per day from Monday to Friday, both inclusive, and four hours on Saturday, to be worked between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday, both inclusive, and 7 a.m. and noon on Saturday.

Subject to the above, the hours of starting and finishing may be fixed by each employer, but having been once fixed they shall not be altered without seven days' notice.

Where the industry necessitates a continuous process, three shifts of eight hours each may be worked, and overtime is to be calculated on the basis only of an excess of eight hours.

Employees required for duty in connexion with the delivery of bulk petrol may be employed on shifts, and when so employed shall be paid 6s. per week in addition to the rates prescribed in clause (4) of this Determination, provided that such shift work extends over one calendar month. Five shifts of eight hours including crib time of half an hour, and one of four hours, shall constitute a week's work.

(8) OVERTIME.—(a) The following rates shall be paid for all work done :—

On Saturday, after 1 p.m. .. .. . Double time.  
Any other time .. .. . Time and a half.

(b) Provided that all meal hours, if worked, shall be paid for at double time, and such double time shall continue until a meal time is allowed, except that, should work cease before 6.30 p.m., ordinary overtime rates only will apply, and employees shall not then be paid 2s. for meals as provided in the next succeeding paragraph:

(c) Except as provided in the last preceding paragraph, weekly and casual employees when called upon to work overtime shall be allowed 2s. for each meal, unless they have been notified before ceasing work on the previous day of the intention to work overtime.

(9) MEAL HOURS.—One hour on Monday to Friday, both inclusive, shall be allowed for each meal. Provided that, should any employer and the Federated Storemen and Packers' Union of Australia, Victorian Branch, agree, the meal hour in an establishment may be shortened to meet the exigencies of transport.

The hours for breakfast and dinner shall be fixed in each case by mutual arrangement, but having been once fixed, they shall not be altered without seven days' notice.

The interval for tea shall be within the hour succeeding the usual finishing time.

The interval for supper shall be between 12 midnight and 1 a.m.

(10) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, gazetted public holidays, and the day observed as Union Picnic Day in the Metropolitan District and Geelong respectively, provided that no day except Union Picnic Day shall be observed as a holiday if the Railways Goods Yards are open for receipt of ordinary goods on those days, and provided also that any employer requiring to deliver goods on Union Picnic Day shall have the right to employ without extra payment up to 10.30 a.m. on that day as many men as he deems necessary for that purpose.

(11) HOLIDAYS.—Weekly employees shall subject to the provisions of the preceding clause, be entitled to the holidays mentioned in clause (10) without deduction of pay.

(12) TERMS OF ENGAGEMENT.—Employees are to be engaged either as weekly or casual employees. A casual employee shall be one whose period of engagement is less than two weeks.

In the case of casual employees the engagement shall be terminable at any time by either employer or employee.



In the case of weekly employees the engagement shall be terminable by a week's notice by either employer or employee. Provided that any employee, being incompetent or disobedient, or misconducting himself, may be dismissed without notice.

Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness, if required by the employer, in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

If an employee who has been continuously employed for not less than six months is dismissed through slackness of work such employee shall so far as practicable, be given first preference of employment when men are being re-engaged.

Men engaged for stacking ex ship, shall be deemed to be casual employees during the whole time they are engaged on such work.

Casual employees who are instructed to report for work at a stipulated time and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

In the event of a casual employee being instructed to report for work and his services are not required, he shall be paid for two hours at temporary rates.

(13) PAYMENT OF WAGES.—Time shall be made up weekly to suit the convenience of employers and employees, and the payment of wages shall begin within five minutes after work ceases on pay day. Provided that, in the case of weekly hands, two days' wages may be kept in hand.

Casual employees shall be paid at the time of their services being dispensed with, and at the place where the work has been performed.

(14) FARES.—Transport from store to store in the employers' time shall be arranged by the employers at their own expense or the actual expense incurred, shall be paid by the employers.

(15) FOOTWEAR.—Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

**PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.**

(16) TERMS OF ENGAGEMENT.—(a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week, and paid by the week, and whose engagement shall be terminable by one week's notice on either side, notice not to be continued from week to week.

(b) Such notice shall be given on and take effect from pay day, or, in lieu of such notice, a week's pay shall be given.

(c) Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.

(d) A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time.

(e) Casual employees shall be guaranteed not less than two hours every start.

(f) Weekly employees may be summarily dismissed by the employer for dishonesty, misconduct, or for absence from work without reasonable cause, without liability to pay for more than actual time worked.

(17) CASUAL WORK.—Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 2s. 11d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

(18) TIMES OF BEGINNING AND ENDING WORK.—

	Times of Beginning. Not earlier than—	Times of Ending. Not later than—
On Monday to Friday inclusive .. .. .	7.30 a.m.	5.30 p.m.
On Saturday .. .. .	7.30 a.m.	12 noon

(19) OVERTIME.—The following rates shall be paid for all work done:—

Outside the times of beginning and ending work as fixed in clause (18) .. } Time and a half for first three hours  
 Within the times of beginning and ending work, in excess of 44 hours in any week } and double time thereafter

Provided that after 12 noon on Saturdays casual employees shall be paid double rates, and after 12.30 p.m. on Saturdays weekly employees shall be paid double rates.

(20) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—(i) 6s. per hour shall be paid for all work done on Sunday, Christmas Day, or Good Friday, and (ii) for all work done on all other statutory or gazetted public holidays observed by the Customs Authority, weekly employees shall be paid at the rate of double time in addition to their weekly wage and casual employees shall be paid at the rate of double time.

(21) HOLIDAYS.—All statutory and gazetted public holidays observed by the Customs Authority shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

(22) MEAL HOURS.—Meal hours shall be as follows:—

Dinner: One hour between 12 noon and 2 p.m.  
 Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

(23) MEAL HOUR RATES.—All meal hours if worked shall, except as otherwise provided, be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that should work not continue after 6 p.m. meal hour rates shall not apply.

(24) MEAL ALLOWANCE.—Employees called upon to work overtime after 6 p.m. on Monday to Friday or 1 p.m. on Saturday shall receive a meal allowance of 2s.

(25) CARRYING HEAVY GOODS.—Casual employees when receiving and carrying continuously for one hour or more bagged stuff, case goods, or other packages exceeding 180 lb. in weight shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both temporary employees and weekly employees shall be paid 9d. per hour above the ordinary rates.

**PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.**

(26) TERMS OF ENGAGEMENT.—(a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Where an employer is not satisfied as to the reason of an employee absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee who has had at least three months' service with such employer was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than four days in each year.

(27) CASUAL WORK.—Casual work, i.e., work for less than two full weeks, other than in potato or onion stores, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds ..	3s. per hour.
Elsewhere, except in potato or onion stores .. .. .	Ordinary wages rate with an addition of thirty-three and one-third per centum.

(28) TIMES OF BEGINNING AND ENDING WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.—Any place except Bread-making Establishments—

On the ordinary working days of the week .. 7 a.m.	6 p.m.
On Saturday, or the day on which the weekly half-holiday is observed .. 7 a.m.	12 noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

(29) HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.—The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights .. .. .	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced) ..	10 hours.

(30) OVERTIME.—The following rates shall be paid for all work done—

(a) by persons employed in Bread-making Establishments—

In excess of the number of hours fixed in clause (29), or	} Time and a half.
In excess of 44 hours in any week .. .. .	

(b) by all other persons—

Between midnight and 7 a.m. .. .. .	4s. per hour, except for those employed in wholesale fruit stores to whom the rate of time and a half shall be paid.
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At any other time outside the times of beginning and ending work as fixed in clause (28) .. .. .	} Time and a half.
Within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work in any week	

(31) SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), King's Birthday, Christmas Day, or Boxing Day; provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the areas to which the Determination of the Laundry Workers Board applies; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the days so substituted.

(32) HOLIDAYS.—Weekly employees, other than persons employed in potato or onion stores, 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, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment.

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, but not otherwise.

All employees working on piecework shall be granted the same holidays as are provided for weekly wage workers, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

(33) PERSONS EMPLOYED IN POTATO OR ONION STORES FOR LESS THAN FULL WEEK.—Persons employed in potato or onion stores, who work less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated *pro rata*, according to the number of hours worked.

(34) ANNUAL HOLIDAYS.—Any employee 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 exclusive of the holidays mentioned in clause (31) in each year on full pay.

Provided that if an employee is given as holidays on full pay all working days between Boxing Day and New Year's Day such ordinary working days may be regarded as part of the week's holiday to which the employee is entitled under this clause, and such other working days as will make up the balance of a week shall be granted at some other time as holidays on full pay.

Any such holiday shall be given within six months of the completion of twelve months' service.

(35) MEAL ALLOWANCE.—Employees (other than those employed in egg packing establishments) required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid as follows for a meal:—

(a) Males sixteen years and over, when no notice of intention to work overtime was given the previous day..	s. d.
	1 6
(b) Males under sixteen years and all females .. .. .	1 0

Provided that when any employee is notified the previous day of the intention to work overtime and overtime is not worked he or she shall be entitled to the appropriate meal allowance as herein provided.

(36) REST PERIOD.—A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to female employees (other than those employed in egg packing establishments), such time not to count as time worked.

(37) RIGHT OF ENTRY OF UNION OFFICIAL.—A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- That he produces his authority to the employer or his representative.
- That he interviews employees only at the place where they are taking their meal.
- That not more than one representative in all be in any establishment at any one time.
- That no one representative visit an establishment more than once a fortnight.
- That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

(38) PIECEWORK.—The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3877), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn no less than the wages rate fixed by the Board for such work.

**ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.**

(39) MELBOURNE CUP DAY HOLIDAY.—Employees shall be either permitted to be absent from duty without deduction of pay from 12 noon on Melbourne Cup Day, or paid at the rate of double time for all work done after 12 noon on that day.

(40) RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.—The maximum weight to be lifted by any female over eighteen years of age shall be thirty pounds.

(41) REST PERIODS.—A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

(42) MEAL MONEY, ETC.—(a) Persons required to work on Sunday shall be given not less than two hours' work, or pay equivalent thereto, and in addition shall be paid—

- (i) 2s. 6d. for dinner money if work continues after 12 noon; and
- (ii) 2s. 6d. for tea money if work continues after 6 p.m.

(b) Persons required to work overtime for any period in excess of one hour after the usual hour of ceasing duty on any day other than Sunday shall be paid as follows for a meal

	<i>s. d.</i>
(i) Males sixteen years and over, when no notice of intention to work overtime was given the previous day..	1 6
(ii) Males under sixteen years and all females .. .. .	1 0

Provided that when any employee is notified the previous day of the intention to work overtime and overtime is not worked he or she shall be entitled to the appropriate meal allowance as herein provided.

**WAGE ADJUSTMENT PROVISIONS APPLICABLE TO ALL SECTIONS.**

(43) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clauses (4) (a) and (4) (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*, this Board hereby determines that the rates for males in the said clauses (4) (a) and (4) (b), shall be automatically increased or decreased by the same amount, and at the same time as such basic wage, provided that the wages for females in clause (4) (c), and for apprentices and improvers in clause (2), shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be to the nearest 3d.

The basic wage shown hereunder shall be adjusted as prescribed in clause (44).

*Basic Wage.*

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

(44) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in August, 1941, the amount of the basic wage shall be as prescribed in clause (43).

(b) During each future period of or near a quarter 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 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 or near a quarter 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 of or near a quarter.

*Table.*

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	<i>£ s. d.</i>		<i>£ s. d.</i>
735-746 .. .. .	3 0 0	896-907 .. .. .	3 13 0
747-759 .. .. .	3 1 0	908-919 .. .. .	3 14 0
760-771 .. .. .	3 2 0	920-932 .. .. .	3 15 0
772-783 .. .. .	3 3 0	933-944 .. .. .	3 16 0
784-796 .. .. .	3 4 0	945-956 .. .. .	3 17 0
797-808 .. .. .	3 5 0	957-969 .. .. .	3 18 0
809-820 .. .. .	3 6 0	970-981 .. .. .	3 19 0
821-833 .. .. .	3 7 0	982-993 .. .. .	4 0 0
834-845 .. .. .	3 8 0	994-1006 .. .. .	4 1 0
846-858 .. .. .	3 9 0	1007-1018 .. .. .	4 2 0
859-870 .. .. .	3 10 0	1019-1030 .. .. .	4 3 0
871-882 .. .. .	3 11 0	1031-1043 .. .. .	4 4 0
883-895 .. .. .	3 12 0	1044-1055 .. .. .	4 5 0

(45) The wages rates set out in clauses (5) and (17), shall be increased or decreased by the same amount and at the same time as the rates prescribed in the appropriate Award of the Commonwealth Court of Conciliation and Arbitration for the classes of persons specified in such clauses (5) and (17) of this Determination, and such adjusted rates shall be included in any adjusted Determination issued by the Secretary for Labour.

R. J. EDWARDS, Chairman.  
H. N. JONES, Secretary.

Melbourne, 10th June, 1941.

