



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 29]

TUESDAY, FEBRUARY 11.

[1941

Factories and Shops Acts.

## DETERMINATION OF THE POTTERY BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act* 1934 (No. 4275).

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

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the *Factories and Shops Acts*, and in consequence of the provisions contained in a determination made on the 26th November, 1940, by the Pottery Board, and published in the *Government Gazette* on the 19th December, 1940, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the process, trade, or business of:—

- (a) making pottery, tiles or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed;
- (b) digging clay, except where such work is subject to the Determination of any Wages Board heretofore appointed, has made the following Determination, namely:—

(1) The adjusted rates shown herein shall be paid as from the beginning of the first pay period to commence in February, 1941.

### (2) APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Barwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kolor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES. Wages per Week of 44 hours.				FEMALES. Wages per Week of 44 hours.						
	Employed in Clayholes exceeding 25 ft. in depth.	Employed in all other places.	At the Rates prescribed for Adults.		Commencing Age.					
					15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
					s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 15 years of age	..	..	..	1st 6 months	19 9	..	..	..	..	..
15 years of age	..	..	..	2nd 6 months	23 3	..	..	..	..	..
16 " "	..	..	..	1st year	..	23 3	27 3	28 3	31 6	37 3
17 " "	..	..	..	2nd "	26 3	28 3	31 6	36 0	40 0	..
18 " "	..	..	..	3rd "	28 3	31 6	36 0	40 0	..	..
19 " "	..	..	..	4th "	31 6	36 0	40 0	..	..	..
20 " "	..	..	..	5th "	36 0	40 0	..	..	..	..
				6th "	40 0	..	..	..	..	..

And thereafter the Minimum Wage.

### WITHIN ALL OTHER PARTS OF VICTORIA.

MALES. Wages per Week of 44 hours.				FEMALES. Wages per Week of 44 hours.						
	Employed in Clayholes exceeding 25 ft. in depth.	Employed in all other places.	At the Rates prescribed for Adults.		Commencing Age.					
					15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
					s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 15 years of age	..	..	..	1st 6 months	19 6	..	..	..	..	..
15 years of age	..	..	..	2nd 6 months	22 0	..	..	..	..	..
16 " "	..	..	..	1st year	..	22 0	23 3	27 3	30 0	34 0
17 " "	..	..	..	2nd "	24 9	27 6	29 6	34 0	39 0	..
18 " "	..	..	..	3rd "	27 6	29 6	34 0	39 0	..	..
19 " "	..	..	..	4th "	29 6	34 0	39 0	..	..	..
20 " "	..	..	..	5th "	34 0	39 0	..	..	..	..
				6th "	39 0	..	..	..	..	..

And thereafter the Minimum Wage.

Proportion (in any factory or place).

#### Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.  
One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.  
*An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.*

#### Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.  
Three female improvers to every female worker receiving not less than the minimum wage.

## ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulga, Cranbourne, Dandenong, Eltham, Ferntree Gully, Glaxborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all other parts of Victoria.	
	Per Week of 44 hours.	s. d.	Per Week of 44 hours.	s. d.
<b>All Departments.</b>				
Head burner .. .. .	96	0	92	0
All other burners .. .. .	92	0	88	0
Mouldmakers .. .. .	98	0	94	0
Clayhole men (employers to provide tools) .. .. .	93	0	89	0
Men boring or using explosives .. .. .	97	0	93	0
<b>FEMALES.</b>				
Females .. .. .	47	0	44	0
<b>MALES.</b>				
<b>Glazed Pipes and Salt-glazed Ware.</b>				
Flanger .. .. .	97	0	93	0
Man in charge of plunger .. .. .	91	6	87	6
Pressers .. .. .	94	0	90	0
Setters .. .. .	94	0	90	0
Junction sticker .. .. .	94	0	90	0
Man working pipe flanging machine .. .. .	90	0	86	0
Bitumen Joiners .. .. .	89	0	85	0
Drawers .. .. .	90	0	86	0
Hand feeders of raw or burnt clay into crushing or grinding pan .. .. .	90	0	86	0
Man carrying or wheeling into or out of kiln .. .. .	88	0	84	0
Man sorting pipes .. .. .	88	0	84	0
Pipe dressers .. .. .	88	0	84	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	86	0	82	0
<b>Dust Tile Making.</b>				
Leading hand slip making .. .. .	91	0	87	0
Slip House Attendants .. .. .	88	0	84	0
Head placer inside a kiln .. .. .	91	0	87	0
Man dipping tiles and in charge of dipping room .. .. .	90	0	86	0
Man hand-pressing dust tiles with 6-in. press .. .. .	90	0	86	0
Sagger maker .. .. .	90	0	86	0
Head packer .. .. .	92	0	88	0
Packer who packs articles with protective substances into containers with secured lids .. .. .	89	0	85	0
Other packers .. .. .	87	0	83	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	86	0	82	0
<b>General Pottery and Insulator Making.</b>				
Sanitary ware presser .. .. .	92	0	88	0
Head packer .. .. .	92	0	88	0
Packer who packs articles with protective substances into containers with secured lids .. .. .	89	0	85	0
Other packers .. .. .	87	0	83	0
Leading hand slip making .. .. .	91	0	87	0
Slip House Attendants .. .. .	88	0	84	0
Tea-pot hand pressers .. .. .	91	0	87	0
Man fixing handles or spouts .. .. .	89	0	85	0
Hollow ware presser or head dipper .. .. .	91	0	87	0
Turner .. .. .	93	0	89	0
Caster .. .. .	91	0	87	0
Stoneware thrower—				
4th year's experience .. .. .	88	0	84	0
5th " .. .. .	92	0	88	0
and thereafter .. .. .	98	0	94	0
Head placer inside a kiln .. .. .	91	0	87	0
Other placers .. .. .	90	0	86	0
Sagger maker .. .. .	90	0	86	0
Jolly and jigger hands .. .. .	92	0	88	0
Pressers (screw and lever type inclusive) .. .. .	91	6	87	6
Hand feeders of raw or burnt clay into crushing or grinding pan .. .. .	90	0	86	0
Grinders of burnt ware .. .. .	91	0	87	0
Potters' printer .. .. .	88	0	84	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	86	0	82	0
<b>Plastic Tile and Terra-cotta Making.</b>				
Flower pot, or flower-pot saucer throwers .. .. .	95	0	91	0
Facemen .. .. .	91	6	87	6
Pressers (screw and lever type inclusive) .. .. .	91	6	87	6
Setters .. .. .	94	0	90	0
Vent makers .. .. .	90	0	86	0
Man in charge of plunge .. .. .	90	0	86	0
Drawers .. .. .	90	0	86	0
Hand feeders of raw or burnt clay into crushing or grinding pan .. .. .	90	0	86	0
Man feeding tile press .. .. .	88	0	84	0
Man taking off roofing tile press .. .. .	88	0	84	0
Man carrying or wheeling into or out of kiln .. .. .	88	0	84	0
Man sorting roofing tiles .. .. .	88	0	84	0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives) .. .. .	86	0	82	0

- (3) **TIME OF BEGINNING AND ENDING WORK.**—For all persons except burners and continuous shift-workers:—  
 Time of Beginning.      Time of Ending.  
 7 a.m.      ..      1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.  
 7 a.m.      ..      5.30 p.m. on each of the other five working days of the week.

(4) **OVERTIME.**

- (a) By persons employed as burners in excess of 8 hours on any one shift and 44 hours in any one week      Time and a quarter.  
 (b) By persons employed on continuous shift work in excess of 44 hours in any one week      ..      Time and a quarter.

## (c) By any other person:—

Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work      ..      Time and a half.  
 Outside the hours fixed as the time of beginning and ending work      ..      Time and a half.

- (5) **SPECIAL RATES.**—For all work done on Sundays and the undermentioned holidays the rates shall be:—

Sundays .. .. .	Burners, time and a half.
New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day .. .. .	All others, double time.
	All persons, double time;

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

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

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

(b) *Terminating employment in relation to a holiday.* Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

(7) **MORNING TEA INTERVAL.**—A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

(8) **TEA MONEY.**—An allowance of 1s. 6d. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

- (9) **BURNERS.**—A burner shall be paid for the full number of hours of the shift worked.

**PIECE-WORK.**

- (10) That the lowest piece-work prices payable for the following kinds of work shall be:—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Etham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

**GLAZED PIPES AND SALT-GLAZED WARE.**

Boundary traps, 6 inches .. .. .	1s. 10½d. per trap
Boundary traps, 4 inches .. .. .	1s. 3½d. "
Gully traps (flanged) .. .. .	1s. 0½d. each
Disconnectors .. .. .	1s. 0½d. "
Basins .. .. .	1s. 0½d. "
Junctions .. .. .	15s. 8½d. per 100

**GENERAL POTTERY.***Cane Bakers (Hand Pressed).*

7 inches .. .. .	11s. 6½d. per gross
8 " .. .. .	15s. 8½d. "
9 " .. .. .	19s. 0½d. "
10 " .. .. .	23s. 4½d. "
11 " .. .. .	27s. 0d. "
12 " .. .. .	30s. 9½d. "
or 20s. 10½d. per gross all round.	

*Chambers (Hand Pressed).*

12's .. .. .	40s. 4½d. per gross
9's .. .. .	51s. 7d. "
6's .. .. .	57s. 4d. "
Fluted chambers, finishing and handling .. .. .	22s. 1½d. "
5s. 3½d. per gross extra to be allowed for embossed chambers.	

*Chambers (Jiggered).*

Jiggering.	Turning.	Handling.
per gross.	per gross.	per gross.
12's .. .. .	13s. 0½d. ..	10s. 9½d. ..
9's .. .. .	15s. 8½d. ..	12s. 8½d. ..
6's .. .. .	17s. 11½d. ..	14s. 6½d. ..
5s. 5½d. per gross extra to be allowed for embossed chambers.		

*Bed Slippers and Bed Pans (Hand Pressed).*

Bed slippers, large and small .. .. .	11s. 1½d. per dozen
Bed pans .. .. .	11s. 1½d. "

*Ewers (Hand Pressed).*

9's .. .. .	7s. 4d. per dozen
6's .. .. .	7s. 9d. "

*Lip Bowls (Hand Pressed).*

No. 1 (11 inches or under) .. .. .	35s. 2d. per gross
No. 2 (12 inches) .. .. .	39s. 5d. "
No. 3 (13 inches) .. .. .	44s. 10d. "
No. 4 (14 inches or over) .. .. .	50s. 9d. "

*Oval Cover Dishes, with Raised Foot (Hand Pressed).*

7 and 8 inches .. .. .	7s. 10½d. per dozen
9 and 10 inches .. .. .	9s. 0d. "

*Soap Dishes.*

3-piece soap dishes .. .. .	33s. 10d. per gross
1-piece soap dishes .. .. .	19s. 2½d. "

*Male and Female Urinals.*

Male and female urinals .. .. .	6s. 11½d. per dozen
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*Cottage Pans and Traps.*

	Cane.	White.
Pans .. .. .	18s. 3½d. per dozen ..	19s. 11d. per dozen
Traps .. .. .	18s. 3½d. " ..	19s. 11d. "

*Pans (Throwing).*

Bread or Cream—	
Not more than 1½ gallons .. .. .	46s. 6½d. per 100 gallons
More than 1½ gallons .. .. .	42s. 3½d. "

*Spittoons (Hand Pressed).*

Large .. .. .	32s. 1½d. per gross
Small .. .. .	26s. 8½d. "

*Vases.*

Vases .. .. .	26s. 3½d. per gross
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*Bottles (Throwing).*

Acid bottles, including stopping and stamping (3 gallon) .. .. .	11s. 6d. per dozen bottles
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*Bung Jars and Demijohns (Throwing).*

1 gallon .. .. .	2s. 4½d. per dozen
2 gallon .. .. .	4s. 1d. "
3 gallon .. .. .	7s. 3½d. "
6 gallon .. .. .	16s. 0½d. "
9½d. per dozen extra for handle bottles.	

*Pedestal Pans (Hand Pressed).*

Sizes whether in straight or hollow fronts not exceeding 2½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—	
Straight fronts—	
Cane .. .. .	5s. 0½d. each
White .. .. .	5s. 3½d. "
Hollow fronts—	
Cane .. .. .	4s. 4½d. "
White .. .. .	4s. 11½d. "
Sizes exceeding the above dimensions—	
Cane .. .. .	5s. 6½d. "
White .. .. .	6s. 4½d. "
State pattern—	
Cane .. .. .	4s. 10½d. "
White .. .. .	5s. 3½d. "

## PIECE-WORK—continued.

Within the Metropolitan District, &amp;c.—continued.

## GENERAL POTTERY—continued.

<i>Jugs (Throwing).</i>			
39's ..	..	..	10s. 6½d. per gross
38's ..	..	..	11s. 2½d. "
30's ..	..	..	13s. 1½d. "
24's ..	..	..	15s. 3½d. "
12's ..	..	..	21s. 3½d. "

<i>Barrels (Throwing).</i>			
Barrels ..	..	..	46s. 6½d. per 100 gallons

<i>Washing or Toilet Bowls (Hand Pressed).</i>			
Plain ..	..	..	45s. 6½d. per gross
Embossed ..	..	..	50s. 7½d. "

<i>Foot Warmers (Hand Pressed).</i>			
Plain ..	..	..	7s. 8d. per dozen
Plain, with screw top ..	..	..	9s. 4½d. "
Embossed, with screw top ..	..	..	7s. 5½d. "

<i>Jam Jugs.</i>			
Handling jam jugs ..	..	..	11s. 10½d. per gross

<i>Syrup Jars.</i>			
Large ..	..	..	14s. 2½d. per dozen
Small ..	..	..	10s. 6d. "

<i>Pudding Bowls.</i>			
9's ..	..	..	19s. 5½d. per gross
12's ..	..	..	14s. 2½d. "
18's ..	..	..	10s. 8½d. "
24's ..	..	..	6s. 5½d. "

<i>Jelly Moulds.</i>			
1, 1½, and 2 pints ..	..	..	41s. 8½d. per gross

<i>Jars (Throwing).</i>			
Squat jars—	..	..	..
Under 2 gallons ..	..	..	33s. 4d. per 100 gallons
2 gallons and over ..	..	..	30s. 4½d. "

<i>Filter Shells (Throwing).</i>			
Dripstone ..	..	..	46s. 7½d. per 100 gallons
Candles (making and shaving) ..	..	..	9½d. per gallon

<i>Ginger Beer and Ale Bottles (Throwing).</i>			
1 gallon (screwed) ..	..	..	33s. 9½d. per gross
Ale bottles ..	..	..	11s. 4½d. "
Others ..	..	..	6s. 1d. "

<i>Jugs (Hand Pressed).</i>			
30's ..	..	..	31s. 9d. per gross
24's ..	..	..	38s. 3½d. "
12's ..	..	..	46s. 3½d. "

## TERRA COTTA.

<i>Flower-pots (Throwing and Finishing).</i>			
3 inches ..	..	..	2s. 6½d. per gross
4 " ..	..	..	3s. 5d. "
5 " ..	..	..	5s. 0½d. "
6 " ..	..	..	6s. 8½d. "
7 " ..	..	..	8s. 1d. "
8 " ..	..	..	13s. 4½d. "
9 " ..	..	..	16s. 6½d. "
10 " ..	..	..	20s. 6d. "
12 " ..	..	..	41s. 2d. "
13 " ..	..	..	59s. 8½d. "
14 " ..	..	..	79s. 2½d. "
15 " ..	..	..	98s. 1½d. "
18 " ..	..	..	198s. 11½d. "

<i>Flower-pot Saucers (Throwing and Finishing).</i>			
4 inches ..	..	..	2s. 5½d. per gross
5 " ..	..	..	3s. 4½d. "
6 " ..	..	..	5s. 1½d. "
7 " ..	..	..	6s. 9½d. "
8 " ..	..	..	9s. 10½d. "
9 " ..	..	..	13s. 1d. "
10 " ..	..	..	15s. 7½d. "
12 " ..	..	..	20s. 6½d. "
13 " ..	..	..	30s. 6½d. "
14 " ..	..	..	39s. 5½d. "
15 " ..	..	..	49s. 2½d. "

<i>Ridging.</i>			
Ridging made by hand from wood or plaster moulds ..	..	..	2s. 8½d. per dozen

*Crimp-pots and Saucers (Throwing and Finishing).*

<i>Crimp-pots.</i>			
5 inches ..	..	9s. 2½d. per gross..	<i>Crimp-pot Saucers.</i>
6 " ..	..	11s. 8½d. "	5s. 9½d. per gross
7 " ..	..	14s. 8½d. "	7s. 8½d. "
8 " ..	..	20s. 9½d. "	9s. 5d. "
9 " ..	..	23s. 7d. "	13s. 10½d. "
10 " ..	..	29s. 5½d. "	18s. 4½d. "
			22s. 10½d. "

<i>Seed Pans.</i>			
8 inches ..	..	..	13s. 3½d. per gross
9 " ..	..	..	16s. 6d. "
10 " ..	..	..	18s. 4½d. "
12 " ..	..	..	27s. 5½d. "
13 " ..	..	..	34s. 3d. "
14 " ..	..	..	43s. 0½d. "
15 " ..	..	..	53s. 1½d. "

*Butter Coolers and Butter-cooler Saucers.*

<i>Butter Coolers.</i>			
8's ..	..	5s. 8½d. per dozen ..	<i>Butter-cooler Saucers.</i>
9's ..	..	6s. 5½d. "	11½d. per dozen
			1s. 2½d. "

<i>Chimney-pots.</i>			
16 inches and under ..	..	..	9s. 2½d. per dozen
Over 16 inches ..	..	..	11s. 6d. "

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.

## Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.									
Boundary traps, 6 inches	..	..	1s. 9½d. per trap	Disconnectors	..	..	..	1s. each	
Boundary traps, 4 inches	..	..	1s. 2½d. "	Basins	..	..	..	1s. "	
Gully Traps (flanged)	..	..	9½d. each	Junctions	..	..	..	15s. 1½d. per 100	

## GENERAL POTTERY.

<i>Cane Bakers (Hand Pressed).</i>			
7 inches ..	..	..	10s. 10½d. per gross
8 " ..	..	..	14s. 11½d. "
9 " ..	..	..	18s. 4½d. "
10 " ..	..	..	22s. 3½d. "
11 " ..	..	..	25s. 7½d. "
12 " ..	..	..	29s. 10½d. "
or 20s. 3½d. per gross all round.			

<i>Chambers (Hand Pressed).</i>			
12's ..	..	..	38s. 6½d. per gross
9's ..	..	..	49s. 3d. "
6's ..	..	..	54s. 0½d. "
Fluted chambers, finishing and handling 20s. 11½d. "			
5s. 1½d. per gross extra to be allowed for embossed chambers.			

<i>Chambers (Jiggered).</i>			
Jiggering.	Turning.	Handling.	
per gross.	per gross.	per gross.	
12's ..	12s. 2½d. ..	10s. 3½d. ..	10s. 3½d. "
9's ..	14s. 11½d. ..	11s. 8½d. ..	11s. 8½d. "
6's ..	17s. 4½d. ..	14s. 0d. ..	14s. 0d. "
5s. 1½d. per gross extra to be allowed for embossed chambers.			

<i>Bed Slippers and Bed Pans (Hand Pressed).</i>			
Bed slippers, large and small ..	..	..	10s. 7½d. per dozen
Bed pans ..	..	..	10s. 7½d. "

<i>Ewers (Hand Pressed).</i>			
9's ..	..	..	7s. 0d. per dozen
6's ..	..	..	7s. 5d. "

**PIECE-WORK—continued.**  
**Within all other parts of Victoria—continued**

**GENERAL POTTERY—continued.**

<i>Lip Bowls (Hand Pressed).</i>				<i>Jugs (Throwing).</i>			
No. 1 (11 inches or under)	..	..	33s. 4½d. per gross	39's ..	..	..	10s. 1½d. per gross
No. 2 (12 inches)	..	..	37s. 0½d. "	36's ..	..	..	10s. 6½d. "
No. 3 (13 inches)	..	..	42s. 10½d. "	30's ..	..	..	13s. 2½d. "
No. 4 (14 inches or over)	..	..	48s. 2½d. "	24's ..	..	..	13s. 2½d. "
<i>Oval Cover Dishes, with Raised Foot (Hand Pressed).</i>				12's ..	..	..	20s. 3½d. "
7 and 8 inches	..	..	7s. 5½d. per dozen	<i>Barrels (Throwing).</i>			
9 and 10 inches	..	..	8s. 6½d. "	Barrels ..	..	..	43s. 2d. per 100 gallons
<i>Soap Dishes.</i>				<i>Washing or Toilet Bowls (Hand Pressed).</i>			
3-piece soap dishes	..	..	33s. 4½d. per gross	Plain ..	..	..	42s. 6½d. per gross
1-piece soap dishes	..	..	18s. 3d. "	Embossed ..	..	..	48s. 2½d. "
<i>Male and Female Urinals.</i>				<i>Foot Warmers (Hand Pressed).</i>			
Male and female urinals	..	..	6s. 8½d. per dozen	Plain ..	..	..	7s. 4½d. per dozen
<i>Collage Pans and Traps.</i>				Plain, with screw top ..	..	..	9s. 4½d. "
<i>Cane.</i>		<i>White.</i>		Embossed, with screw top ..	..	..	11s. 5½d. "
Pans ..	..	17s. 8½d. per dozen	.. 19s. 0d. per dozen	<i>Jam Jugs.</i>			
Traps ..	..	17s. 8½d. "	.. 19s. 0d. "	Handling jam jugs	..	..	11s. 2½d. per gross
<i>Pans (Throwing).</i>				<i>Syrup Jars.</i>			
Bread or Cream—	..	..	..	Large ..	..	..	13s. 2½d. per dozen
Not more than 1½ gallons	..	..	42s. 11½d. per 100 gallons	Small ..	..	..	9s. 11½d. "
More than 1½ gallons	..	..	40s. 1d. "	<i>Pudding Bowls.</i>			
<i>Spittoons (Hand Pressed).</i>				9's ..	..	..	18s. 6½d. per gross
Large ..	..	..	30s. 6½d. per gross	12's ..	..	..	13s. 8½d. "
Small ..	..	..	25s. 7½d. "	18's ..	..	..	10s. 3½d. "
<i>Vases.</i>				24's ..	..	..	6s. 1½d. "
Vases ..	..	..	25s. 0d. per gross	<i>Jelly Moulds.</i>			
<i>Bottles (Throwing).</i>				1, 1½, and 2 pints	..	..	30s. 9½d. per gross
Acid bottles, including stopping and stamping (3 gallon)	..	..	10s. 9d. per dozen bottles	<i>Jars (Throwing).</i>			
<i>Bung Jars and Demijohns (Throwing).</i>				Squat jars—	..	..	..
1 gallon ..	..	..	2s. 3½d. per dozen	Under 2 gallons	..	..	32s. 0½d. per 100 gallons
2 " ..	..	..	3s. 10½d. "	2 gallons and over	..	..	28s. 11d. "
3 " ..	..	..	6s. 9½d. "	<i>Filter Shells (Throwing).</i>			
5 " ..	..	..	15s. 3½d. "	Dripstone ..	..	..	43s. 2½d. per 100 gallons
9½d. per dozen extra for handle bottles.	..	..	..	Candles (making and shaving)	..	..	8½d. per gallon
<i>Pedestal Pans (Hand Pressed).</i>				<i>Ginger Beer and Ale Bottles (Throwing).</i>			
Sizes whether in straight or hollow fronts not exceeding 2½ in. x 10½ in. x 15 in., or its equivalent in cubic inches—				1 gallon (screwed)	..	..	31s. 5d. per gross
<i>Straight fronts—</i>				Ale bottles ..	..	..	10s. 10½d. "
Cane ..	..	..	4s. 9½d. each	Others ..	..	..	5s. 11d. "
White ..	..	..	5s. 1½d. "	<i>Jugs (Hand Pressed).</i>			
<i>Hollow fronts—</i>				30's ..	..	..	29s. 9½d. per gross
Cane ..	..	..	4s. 5d. "	24's ..	..	..	36s. 4½d. "
White ..	..	..	4s. 9½d. "	12's ..	..	..	43s. 11½d. "
<i>Sizes exceeding above dimensions—</i>				<i>Ridging.</i>			
Cane ..	..	..	5s. 2½d. "	Ridging made by hand from wood or plaster moulds			
White ..	..	..	5s. 11d. "	..			
<i>State Pattern—</i>				2s. 6½d. per dozen			
Cane ..	..	..	4s. 6½d. "				
White ..	..	..	5s. 0½d. "				

**TERRA COTTA.**

<i>Flower-pots (Throwing and Finishing).</i>				<i>Flower-pot Saucers (Throwing and Finishing).</i>			
3 inches	..	..	2s. 5½d. per gross	4 inches	..	..	2s. 4d. per gross
4 " ..	..	..	3s. 1½d. "	5 " ..	..	..	3s. 1½d. "
5 " ..	..	..	4s. 9½d. "	6 " ..	..	..	4s. 10½d. "
6 " ..	..	..	6s. 4d. "	7 " ..	..	..	6s. 2d. "
7 " ..	..	..	7s. 9½d. "	8 " ..	..	..	9s. 5½d. "
8 " ..	..	..	12s. 8d. "	9 " ..	..	..	12s. 8½d. "
9 " ..	..	..	15s. 8½d. "	10 " ..	..	..	14s. 10½d. "
10 " ..	..	..	19s. 7½d. "	12 " ..	..	..	19s. 5½d. "
12 " ..	..	..	26s. 6½d. "	13 " ..	..	..	23s. 9½d. "
13 " ..	..	..	57s. 1½d. "	14 " ..	..	..	37s. 9d. "
14 " ..	..	..	75s. 10½d. "	15 " ..	..	..	46s. 0½d. "
15 " ..	..	..	93s. 11½d. "				
18 " ..	..	..	187s. 11½d. "				

## PIECE-WORK—continued.

## Within all other parts of Victoria—continued.

TERRA COTTA—continued.			
<i>Crimp-pots and Saucers (Throwing and Finishing).</i>		<i>Butter Coolers and Butter-cooler Saucers.</i>	
	Crimp-pots.		Butter Coolers. Butter-cooler Saucers.
5 inches..	8s. 9½d. per gross	5s. 10½d. per gross	8's .. 5s. 6½d. per dozen 10½d. per dozen
6 " ..	11s. 2d. "	7s. 4½d. "	9's .. 5s. 11d. " 1s. 2d. "
7 " ..	14s. 5d. "	8s. 9½d. "	
8 " ..	20s. 4½d. "	13s. 2½d. "	
9 " ..	23s. 4½d. "	17s. 3½d. "	
10 " ..	28s. 8½d. "	21s. 8½d. "	
<i>Seed Pans.</i>			
8 inches	12s. 7½d. per gross		
9 " ..	15s. 8½d. "		
10 " ..	17s. 6d. "		
12 " ..	25s. 3½d. "		
13 " ..	32s. 8d. "		
14 " ..	40s. 7½d. "		
15 " ..	49s. 5½d. "		
		<i>Chimney-pots.</i>	
		16 inches and under	8s. 8d. per dozen
		Over 16 inches	10s. 8½d. "

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.

NOTE.—All piece-work prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

## PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(11) The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piece-work prices to any person employed in the glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piece-work prices have not been specified above, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

F. A. MARZORINI,

Secretary for Labour.

Melbourne, 24th January, 1941.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 30]

TUESDAY, FEBRUARY 11.

[1941

Factories and Shops Acts.

## DETERMINATION OF THE PASTRYCOOKS BOARD.

This Determination applies 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, and Warrnambool; the Towns of Hamilton, Horsham, and Sale; the Boroughs of Castlemaine, Clunes, Colac, Eaglehawk, Echuca, Maryborough, Sebastopol, Portland, Shepparton, Stawell, Wangaratta, and Wonthaggi; and such portion of the area vested in or under the control of the State Electricity Commission as is within a radius of three miles of the Yallourn Post Office; 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.
Bacchus Marsh .. ..	The Township of Bacchus Marsh
Bairnsdale .. ..	Such portion as is within a radius of 2 miles of the Bairnsdale Post Office
Beechworth .. ..	The Township of Beechworth
Benalla .. ..	The Central Riding
Charlton .. ..	The Township of Charlton
Colac .. ..	Such portion as is within a radius of 2 miles of the Colac Post Office
Dandenong .. ..	Such portion as is within a radius of 1½ mile of the Dandenong Post Office
Dimboola .. ..	The Township of Dimboola and the Township of Jeparit
Ferntree Gully .. ..	Such portion as is within a radius of 1 mile of the Belgrave Post Office
Flinders .. ..	Such portion as is within a radius of 2½ miles of the Dromana Show Grounds
Frankston and Hastings .. ..	The Township of Frankston
Glenelg .. ..	Such portion as is within a radius of 2 miles of the Casterton Post Office
Hampton .. ..	The Township of Terang; also such portion of Shire as is within a radius of 2 miles of the Camperdown Post Office
Kilmore .. ..	Such portion as is within a radius of 1 mile of the Kilmore Post Office
Korumburra .. ..	Such portion as is within a radius of 1 mile of the Korumburra Post Office
Kyneton .. ..	The Township of Kyneton
Lowan .. ..	The Township of Nhill
Maffra .. ..	The Township of Maffra
Mildura .. ..	The Township of Merbein; also such portion of the Shire as is within a radius of 1 mile of the Redcliffs Post Office
Morwell .. ..	The Township of Morwell
Narracan .. ..	The Township of Moe
Seymour .. ..	The Township of Seymour
Swan Hill .. ..	The Township of Swan Hill
Warracknabeal .. ..	The Township of Warracknabeal
Warragul .. ..	Such portion as is within a radius of 2 miles of the Warragul Post Office
Werribee .. ..	Such portion as is within a radius of 3 miles of the Werribee Post Office
Woorayl .. ..	The Township of Leongatha

Pastrycooking was proclaimed on 19th October, 1938, as an apprenticeship trade under the Apprenticeship Acts for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Treasury Gardens, Melbourne. (Price 3d.)

[N accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest price or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a pastrycook," has made the following Determination, namely:—

(1) That on the 12th February, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 30.—1205/41.

(2) APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS).  
Wages Per Week of 44 Hours.

Experience.	Commencing Age.	
	Under 17 Years.	17 Years and Over.
	<i>s. d.</i>	<i>s. d.</i>
First Year .. .. .	17 6	24 6
Second Year .. .. .	24 6	32 6
Third Year .. .. .	32 6	47 6
Fourth Year .. .. .	47 6	65 0
Fifth Year .. .. .	65 0	..

Overtime—  
For overtime rates for Apprentices  
and Improvers, see Clause 7.

NOTE.—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

## PROPORTIONATE NUMBER.

*Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  
An indenture of apprenticeship has been prescribed by the Board.

*Improvers.*

One improver to the first three workers receiving not less than 104s. per week of 44 hours, and thereafter one improver to every six additional such workers.

### JUVENILE WORKERS.

*Wages Per Week of 44 Hours.*

Persons under 21 years of age (other than apprentices or improvers) employed as follows:—

										Persons Engaged in General Work for the Whole of Their Working Time.		Females Engaged Decorating Christmas and New Year Cakes	
										Males.	Females.		
										s. d.	s. d.	s. d.	
14	years of age	..	..	..	..	..	..	..	..	20	6	..	..
15	"	"	..	..	..	..	..	..	..	23	0	19	0
16	"	"	..	..	..	..	..	..	..	26	9	21	0
17	"	"	..	..	..	..	..	..	..	30	6	26	9
18	"	"	..	..	..	..	..	..	..	34	9	28	6
19	"	"	..	..	..	..	..	..	..	38	9	31	0
20	"	"	..	..	..	..	..	..	..	46	3	33	6

### OTHER EMPLOYEES.

*Wages Per Week of 44 Hours.*

	s.	d.
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein .. .. .	117	0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenteer, or ornamental worker under his or her charge .. .. .	112	0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers .. .. .	104	0
All other males .. .. .	86	0
Females engaged in general work .. .. .	45	6
	Per hour.	
Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work .. .. .	2	7

Jobbers, i.e., casual workers engaged for not more than half the number of hours fixed for a week's work ..	Per hour 2 7
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(3) WEEKLY HOURS.—The number of hours to constitute a week's work shall be forty-four (44).

(4) **TERMS OF EMPLOYMENT.**—Employees, other than casual employees, who work less than 44 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(5) That wherever occurring in this Determination, the expression "General Work" shall only include —

Bringing fuel to oven.	Creaming and filling.
Bringing in raw material.	Emptying tins or trays.
Buttering tins.	Labelling tins or boxes.
Carrying goods to and from the oven.	Packing wedding cakes, other cakes, or pastry.
Cleaning bakehouse yard or premises.	Papering hoops.
Cleaning fruit and cutting peel.	Turning hand machines.
Cleaning pans, tins, tools, or other utensils.	Washing of machines.
Cracking eggs.	Wrapping cakes or flour.

(6) TIME OF BEGINNING AND ENDING WORK :—

TIME OF BEGINNING AND ENDING WORK :—					Time of Beginning.	Time of Ending.
On Monday to Saturday (inclusive) ..	..	..	..	..	6 a.m.	7 p.m.

(7) OVERTIME.—Outside the hours fixed as the times of beginning and ending work—

(a) Sunday between 12 midnight and 6 a.m.  
Monday;

(b) Monday, Tuesday, Wednesday between the hours of 11 p.m. and 6 a.m. on the following day;

(c) Thursday, between the hours of 10 p.m. and 6 a.m. the following day;

(d) Friday, between the hours of 7 p.m. and 6 a.m. the following day

For night work the following rates shall be paid in addition to the ordinary rate for all time worked prior to 6 a.m.:—

(a) Adult employees	.. .. .	12½ per cent.
(b) Apprentices, Improvers, Juvenile workers	.. .. .	12½ per cent.

(6) Apprentices, improvers, juvenile workers .. 12½ per cent. or 1½d. per hour, whichever is the higher.

All employees who commence work at or before 1 a.m. shall receive night work rates for time worked after 6 a.m. until completion of shift.



(e) *Double time* rates shall apply for all work done between the hours of 7 p.m. and 11 p.m. on Monday, Tuesday and Wednesday and between the hours of 7 p.m. and 10 p.m. on Thursday.

All employees who work in excess of 44 hours per week shall receive :—

(a) During the first six hours of such work .. .. . Time and a half.  
(b) Thereafter .. .. . Double time.

In computing such overtime all work shall be taken into account whether day or night work or both combined.

(8) **SHIFTS.**—There shall be a ten (10) hour interval between shifts.

(9) **TERMINATION OF EMPLOYMENT.**—Employees who have worked for 28 days or longer shall give or receive one week's notice of termination of employment, or one week's wages shall be forfeited or paid in lieu thereof.

(10) **PUBLIC HOLIDAYS.**—That double time shall be the special rate for all work (except making fermented doughs) done on New Year's Day, 26th January (Australia Day), 21st April (Labour Day), Good Friday, Easter Monday, King's Birthday, Christmas Day, and 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 only be payable for work done on the day so substituted.

(11) **SUNDAY WORK.**—No person shall be employed on Sunday before 12 midnight with the following exceptions—

(a) Making fermented doughs for which double time shall be paid;

(b) One man per factory may be employed in the preparation of pie meat between the hours of 1 p.m. and 5 p.m. at double rates of pay, with a minimum payment of 10s. for this work.

(12) **TIME BOOK.**—The correct times of beginning and ending work shall be recorded daily in a proper book or time card, or by mechanical means, to be furnished by the employer, such record to be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Pastrycooks Union of Australia.

(13) **AUTHORIZED PERSON MAY ENTER FACTORY.**—The permanent Secretary-Treasurer of the Pastrycooks Union of Australia, Victorian Branch, shall have power to enter and inspect during working hours any part of a pastrycook's factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Pastrycooks Union shall have the right to interview employees in regard to conditions of employment at the employer's convenience.

(14) **MEAL TIME.**—A meal break of not less than 30 minutes and not more than one hour shall be allowed after a period of four hours' and not more than five hours' continuous work. Such meal break shall not be calculated as time worked.

(15) **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.

(16) **FEMALE EMPLOYEES.**—No female of any age shall be employed prior to 6 a.m.

(17) **PICNIC DAY.**—The third Tuesday in February shall be a holiday and no person shall be employed between 10 p.m. on the Monday immediately preceding and midnight on the holiday.

(18) **DETERMINATION TO BE EXHIBITED.**—A copy of this Determination shall be posted or hung up in a place where it is easily accessible to the employees.

(19) **DEFINITION.**—"Ovenman" shall mean an employee responsible for the baking of all kinds of cakes and pastry.

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

E. G. WILLIAMS, Secretary.

Melbourne, 28th January, 1941.

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# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 31]

TUESDAY, FEBRUARY 11.

[1941

Factories and Shops Acts.

## DETERMINATION OF THE BISCUIT BOARD.

NOTES:—(a) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the city of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the towns of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(b) On the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits."

[N 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 employed in making biscuits," has made the following Determination, namely:—

(1) That on the 12th February, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.		
WAGES PER WEEK OF 44 HOURS.			WAGES.		
	Male Apprentices or Improvers.	Female Apprentices or Improvers.			Per week of 44 hours. s. d.
	s. d.	s. d.			
Under 16 years of age .. ..	24 3	22 6	Bakers (including Wafer Bakers and Branette Bakers)		97 0
16 years of age .. ..	30 0	22 6	Brakesman .. ..		93 6
17 .. ..	41 3	25 6	Machine Attendant .. ..		91 0
18 .. ..	47 6	30 9	Men carrying and stacking flour		99 0
19 .. ..	56 0	33 6	Mixers (including Wafer Mixers and Sugar Cream		
20 .. ..	62 9	36 6	Mixers) .. ..		97 0
Apprentices or improvers engaged			Oven firemen .. ..		97 0
attending gas ovens during the baking			Adult males operating "Enroba" chocolate dipping		
of wafers and branettes shall be paid 5s.			machine .. ..		90 0
per week in addition to above rates.			Despatch hands .. ..		90 0
			All other males .. ..		88 0
			All other females .. ..		44 6

### PROPORTION (IN ANY PLACE).

#### Apprentices.

##### MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 88s. per week of 44 hours.

##### FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 44s. 6d. per week of 44 hours.

#### Improvers.

##### MALES.

Two male improvers to every male worker receiving not less than 88s. per week of 44 hours.

##### FEMALES.

Four female improvers to every female worker receiving not less than 44s. 6d. per week of 44 hours.

(3) **TERMS OF ENGAGEMENT.**—Employees who work less than 44 hours in any week may be paid *pro rata* according to the number of hours worked.

(4) **OVERTIME.**—

(a) Places in which the week's work is performed in 5½ days—

Time worked in excess of 8 hours on Monday to Friday (inclusive) .. .. . Time and a half.

Time worked in excess of 4 hours on Saturday .. .. . Time and a half.

(b) Places in which the week's work is performed in 5 days—

Time worked in excess of 8 hours 48 minutes on any one day .. .. . Time and a half.

(c) Any time worked in excess of 44 hours in any week .. .. . Time and a half.

(5) **TEA MONEY.**—An allowance of 1s. 6d. for tea money shall be paid to all employees when work extends for more than two hours beyond the usual time of ending work.

(6) **ALLOWANCES.**—Employees who are required to wear, when at work, overalls, the laundering of which is not paid for by the employer, shall be paid the following allowance in addition to their ordinary weekly wage:—

Males aged 19 years and over .. .. .	2s. per week extra.
Males under 19 years .. .. .	1s. 6d. per week extra.
All females .. .. .	2s. per week extra.

(7) **TIME BOOK OR OTHER RECORD.**—The correct times of beginning and ending work shall be recorded daily in a book, time card, or by mechanical means to be furnished by the employer; such record to be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Biscuit Makers' Union of Australia.

(8) **MEAL TIME.**—A meal period of not less than 30 minutes and not more than one hour shall be allowed after a period of five hours continuous work. Such meal period shall not be calculated as time worked.

(9) **PICNIC DAY.**—The third Tuesday in February shall be a holiday for Union Picnic Day.

(10) **NIGHT WORK.**—

(i) All employees working on night work between the hours of 9 p.m. and 6.30 a.m. shall receive the rate of 2s. per night additional to the usual wage rate.

(ii) No female of any age shall be employed between the hours of 9 p.m. and 6.30 a.m.

(11) **SHIFT WORK.**—Each employee engaged on shift work shall have a break of 10 hours between shifts.

(12) **SUNDAY WORK.**—For all work done on Sunday, double time shall be paid with a minimum of 10s.

(13) **PAYMENT FOR HOLIDAYS.**—Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day; or any other day substituted for the above days by Act of Parliament or Proclamation.

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, King's Birthday, Melbourne Cup 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, the special rate shall only be payable for work done on the day so substituted.

(14) **ANNUAL LEAVE.**—Employers shall in each year commencing with the year 1939 give their employees continuously employed as defined, a holiday from and after the day observed as Boxing Day to the 31st December inclusive and shall pay wages for ordinary working days included in that period. Piece-workers receiving such holidays shall be paid time work rates.

Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

"Continuously employed" for the purpose of this clause means employed (breaks arising from slackening of work being reckoned as being employed) for the six months immediately preceding the 25th day of each December. Any employee dismissed during the three months immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

(15) **SICK PAY.**—

(i) Any adult employee not attending for duty shall lose his or her pay for the actual time lost unless he or she 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 accident arising in the course of his or her employment or to personal ill-health, but such employee shall not be entitled to payment for non-attendance on the ground of such accident or personal ill-health for more than four days in each year. For the purposes of this clause "year" shall mean a period of twelve months commencing on 27th day of May in each year.

(ii) Any adult employee on piece-work not attending for duty on the ground of personal ill-health, shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if, during such period, he or she had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he or she shall comply with and be subject to the conditions for time-workers prescribed in paragraph (i) of this clause.

(16) **PIECE-WORK.**—The Board determines, under the provisions of Section 150 of the *Factories and Shops Act* 1928, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(17) **AUTHORIZED PERSON MAY ENTER FACTORY.**—The permanent Secretary-Treasurer of the Biscuit Makers' Union of Australia, Victorian Branch, shall have the right to enter and inspect, during working hours, any part of a biscuit factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Biscuit Makers' Union shall have the right to interview employees in regard to conditions of employment.

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

E. G. WILLIAMS, Secretary.

Melbourne, 28th January, 1941.

Published by Authority.

No. 32]

[1941

### DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

has made the following Determination, namely :—

{2}

(3) TIMES OF BEGINNING AND ENDING WORK :—

On the usual Half Holiday	..	..	..	..	8 a.m.	12.45 p.m.
On the usual Late Trading Night or the night previous to a Public Holiday	..	..	..	..	8 a.m.	9 p.m.
On all the other working days of the week	..	..	..	..	8 a.m.	6 p.m.

## (4) OVERTIME:—

Within the times fixed for beginning and ending work in excess of 46 hours .. .. } Time and a half.  
 Outside the times of beginning and ending work .. .. }

(5) MEAL MONEY.—Where overtime, as in the preceding clause, is performed on any day in the week, an allowance of 1s. 6d. shall be made for meal money, and shall be paid on the day when such work is performed.

(6) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day and on Cup Day (Metropolitan District only), or after 12.30 p.m. on Show Day (in localities mentioned in the Twelfth Schedule to the *Public Service Act 1928*), 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.

(7) TIME RATE.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 23 hours be paid—

(a) In any week in which two or more Public Holidays occur .. At the ordinary wages rate with an addition of fifty per centum.

(b) In any other week .. .. At the ordinary wages rate with an addition of thirty-three and one-third per centum.

and for each hour worked beyond the 23 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(8) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, 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 in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(9) PAY DAY.—All wages, overtime, &c., shall be paid not later than Thursday of each week.

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

(11) NOTICE OF INTENTION TO RATION.—Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

(12) 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 4) in respect of each year on full pay.

Provided that after the expiration of six months, but before the completion of twelve months' service, an employee on leaving or being dismissed from his employment shall be paid one day's pay for each two months' service.

(13) SICK PAY.—Any employee not attending for duty who has had not less than twelve months' service with the same employer shall not lose his 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 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 1st December.

(14) MEAL INTERVALS.—Not less than one hour shall be given for each meal, between the hours of 12 noon and 3 p.m. for lunch, and between the hours of 5 p.m. and 7 p.m. for the evening meal.

NOTE.—Section 117 (3) of the *Factories and Shops Act 1928* (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

(15) BICYCLE ALLOWANCE.—Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 2s. 6d. per week in addition to the ordinary wage shall be paid by the employer.

(16) GARMENT ALLOWANCE.—Any employee who is required to wear, when at work, a washable outer garment, dust coat, or overall, shall be paid 2s. 6d. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

(17) REFERENCE.—On an employee being dismissed or leaving his employment he shall be entitled to a reference showing his period of service and qualifications.

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

## DEFINITIONS.

(19) "Departmental manager" shall mean a person having the control of one or more salesmen, 23 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean a person for the time being entrusted with the control or superintendence of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said branch shop.

"Outside salesman" shall mean an employee who regularly solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

"Assembler" shall mean an employee 21 years of age or over who is engaged in assembling goods for order and despatch from salesmen's and/or travellers' lists or invoices.

C. McLEAN, P.M., Chairman.

GEO. E. PARR, Secretary.

Melbourne, 30th January, 1941.