



VICTORIA

## GOVERNMENT GAZETTE.

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[1941.

Factories and Shops Acts.

## DETERMINATION OF THE GROCERS' SUNDRIES BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 13th November, 1939, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;
- (b) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;
- (c) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust;
- (d) making soap, washing soda, candles, or starch;
- (e) manufacturing or preparing honey; and
- (f) preparing for trade or sale, peanuts or other edible nuts or the products of peanuts or other edible nuts except when such work is subject to the Determination of any Wages Board heretofore appointed"—

has made the following Determination, namely:—

(1) That on the 27th February, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

## APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.				PROPORTION (within any factory or place).	
<i>Males.</i>					
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	<i>Apprentices.</i>	<i>Improvers.</i>
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
Under 16 years ..	23 3	1 3	24 6	<i>Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.</i> One male apprentice to every three or fraction of three male workers receiving not less than 85s. per week of 44 hours. One girl apprentice to every three or fraction of three women workers receiving not less than 50s. per week of 44 hours.	<i>Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.</i> One male improver to every four or fraction of four male workers receiving not less than 85s. per week of 44 hours. One girl improver to every four or fraction of four women workers receiving not less than 50s. per week of 44 hours.
16 to 17 ..	28 9	1 9	30 6		
17 ,, 18 ..	35 3	2 0	37 3		
18 ,, 19 ..	42 3	2 6	44 9		
19 ,, 20 ..	50 0	3 0	53 0		
20 ,, 21 ..	62 3	3 6	65 9		
<i>Girls.</i>					
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	<i>Candle Section.</i>	<i>Candle or Soap and Soda Sections.</i>
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
Under 16 years ..	20 9	2 3	23 0	One apprentice to every three or fraction of three workers receiving not less than 50s. per week of 44 hours. An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.	One improver to every five or fraction of five workers receiving not less than 85s. per week of 44 hours.
16 to 17 ..	22 0	2 6	24 6		
17 ,, 18 ..	26 6	3 0	29 6		
18 ,, 19 ..	29 9	3 3	33 0		
19 ,, 20 ..	34 3	3 9	38 0		
20 ,, 21 ..	38 9	4 3	43 0		

JUVENILE WORKERS.

WAGES PER WEEK OF 44 HOURS.				DEFINITIONS.	
Males.				Grocers' Sundries Section, and other Sections not elsewhere included. Persons under the age of 21, other than apprentices or improvers, engaged in filling any bags, weighing, closing, wrapping or labelling or casing packets, tins, bottles, or bags for stock, or assisting in the manufacture of vermicelli or Italian paste.	Candle Section. Persons under the age of 21, other than apprentices or improvers, who, if males, are employed at candle cutting, wick winding, or packing candles, or, if girls, are employed packing candles in boxes, or wrapping or labelling candles.
Age	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.		
14 to 15 years ..	19 6	1 3	20 9	Polish Section. Persons under the age of 21, other than apprentices or improvers employed at wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing, or closing.	Starch Section. Persons under the age of 21, other than apprentices or improvers, who, if males, are employed at any work excepting— (1) weighing and carrying rice; (2) range work; (3) sheet laying, shaking, carrying out and cutting out draining boxes; (4) Filling and emptying crusting stoves; or, if girls, are employed scraping and wrapping blocks, or filling, weighing, labelling, or casing starch.
15 " 16 " ..	20 6	1 3	21 9		
16 " 17 " ..	25 3	1 6	26 9	Soap and Soda Section. Persons under the age of 19, other than apprentices or improvers, employed in wrapping or packing washing soap or soap extract.	
17 " 18 " ..	29 3	1 9	31 0		
18 " 19 " ..	34 9	2 0	36 9		
19 " 20 " ..	44 9	2 6	47 3		
20 " 21 " ..	50 0	3 0	53 0		
Girls.					
Age	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.		
15 to 16 years ..	20 9	2 3	23 0		
16 " 17 " ..	22 0	2 6	24 6		
17 " 18 " ..	26 6	3 0	29 6		
18 " 19 " ..	29 9	3 3	33 0		
19 " 20 " ..	34 3	3 9	38 0		
20 " 21 " ..	38 9	4 3	43 0		

OTHER EMPLOYEES.

WAGES PER WEEK OF 44 HOURS.

	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Grocers' Sundries Section, and other Sections not elsewhere included.</i>									
Miller, i.e., an employee in charge of one or more grinding departments ..	4 16 6	5 0	5 1 6	4 13 6	5 0	4 18 6	4 10 6	5 0	4 15 6
Roaster ..	4 16 6	5 0	5 1 6	4 13 6	5 0	4 18 6	4 10 6	5 0	4 15 6
Stonedresser ..	4 16 6	5 0	5 1 6	4 13 6	5 0	4 18 6	4 10 6	5 0	4 15 6
Coffee essence maker, i.e., an employee in charge of vacuum pans making coffee essence ..	4 13 6	5 0	4 18 6	4 10 6	5 0	4 15 6	4 7 6	5 0	4 12 6
Mixer or blender, i.e., an employee in charge of one or more mixing or blending departments ..	4 11 0	5 0	4 16 0	4 8 0	5 0	4 13 0	4 5 0	5 0	4 10 0
Kilnman, i.e., an employee in charge of and actually doing the work of a kilnman ..	4 9 6	5 0	4 14 6	4 6 6	5 0	4 11 6	4 3 6	5 0	4 8 6
Mill assistant, i.e., an employee working under the direction of a miller who supervises the running of grinding, rolling, or cleaning machines ..	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0
Bagged goods carrier or stacker, i.e., an employee engaged carrying or stacking cereal or other bagged goods in their raw state, but not engaged in the manufacture or delivery of goods ..	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0
Storeman and packer ..	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0
Storeman and packer in charge of six or less storemen and packers ..	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Storeman and packer in charge of seven or more storemen and packers ..	4 16 0	5 0	5 1 0	4 13 0	5 0	4 18 0	4 10 0	5 0	4 15 0
All other adult men ..	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0	4 0 0	5 0	4 5 0
All other adult women ..	2 5 0	5 0	2 10 0	2 5 0	5 0	2 10 0	2 5 0	5 0	2 10 0
<i>Polish Section.</i>									
Foreman ..	4 11 0	5 0	4 16 0	4 8 0	5 0	4 13 0	4 5 0	5 0	4 10 0
Mill hand, i.e., an employee working at a mill used for the grinding of moulders' blacking, moulders' plumbago preparation, charcoal, or coal dust ..	4 11 0	5 0	4 16 0	4 8 0	5 0	4 13 0	4 5 0	5 0	4 10 0

OTHER EMPLOYEES—continued.

	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<i>Polish Section—continued.</i>									
Boot polish mixer, i.e., an employee in charge of and actually working at mixing boot polishes .. .. .	4 11 0	5 0	4 16 0	4 8 0	5 0	4 13 0	4 5 0	5 0	4 10 0
Boot blacking mixer, i.e., an employee in charge of and actually working at mixing boot blacking .. .. .	4 11 0	5 0	4 16 0	4 8 0	5 0	4 13 0	4 5 0	5 0	4 10 0
Washing blue mixer, i.e., an employee in charge of and actually working at mixing washing blue .. .. .	4 11 0	5 0	4 16 0	4 8 0	5 0	4 13 0	4 5 0	5 0	4 10 0
Storeman and packer .. .. .	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0
Storeman and packer in charge of six or less storemen and packers .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Storeman and packer in charge of seven or more storemen and packers .. .. .	4 16 0	5 0	5 1 0	4 13 0	5 0	4 18 0	4 10 0	5 0	4 15 0
All other adult men .. .. .	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0	4 0 0	5 0	4 5 0
All other adult women .. .. .	2 5 0	5 0	2 10 0	2 5 0	5 0	2 10 0	2 5 0	5 0	2 10 0
<i>Soap and Soda Section.</i>									
Soapmaker's assistant .. .. .	4 16 6	5 0	5 1 6	4 13 6	5 0	4 18 6	4 10 6	5 0	4 15 6
Foreman in charge and actually working in the frame room, packing room, and cutting room .. .. .	4 16 6	5 0	5 1 6	4 13 6	5 0	4 18 6	4 10 6	5 0	4 15 6
Milling room foreman in charge of and actually working at the milling of soap .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Soap mixer, i.e., an employee in charge of and actually working at a power crutcher .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Caustic soda and silicates preparers, i.e., employees engaged in preparing caustic soda and silicates for soapmaker .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Soda crystal maker, i.e., an employee in charge of and actually working at soda crystal making .. .. .	4 11 0	5 0	4 16 0	4 8 0	5 0	4 13 0	4 5 0	5 0	4 10 0
Soap-cutting machinist, i.e., an employee in charge of and actually working at a power soap-cutting machine .. .. .	4 10 6	5 0	4 15 6	4 7 6	5 0	4 12 6	4 4 6	5 0	4 9 6
Soap cutter by hand, i.e., an employee in charge of and actually cutting soap by hand .. .. .	4 10 6	5 0	4 15 6	4 7 6	5 0	4 12 6	4 4 6	5 0	4 9 6
Soap crutcher by hand .. .. .	4 10 6	5 0	4 15 6	4 7 6	5 0	4 12 6	4 4 6	5 0	4 9 6
Power stamping machinist, i.e., an employee in charge of and actually working at a power stamping machine .. .. .	4 8 6	5 0	4 13 6	4 5 6	5 0	4 10 6	4 2 6	5 0	4 7 6
Storeman and packer .. .. .	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0
Storeman and packer in charge of six or less storemen and packers .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Storeman and packer in charge of seven or more storemen and packers .. .. .	4 16 0	5 0	5 1 0	4 13 0	5 0	4 18 0	4 10 0	5 0	4 15 0
All other adult men .. .. .	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0	4 0 0	5 0	4 5 0
All other adult women .. .. .	2 5 0	5 0	2 10 0	2 5 0	5 0	2 10 0	2 5 0	5 0	2 10 0
<i>Candle Section.</i>									
Acidifier .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Stillman .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Glycerine distiller .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Evaporator .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Candle moulder, with twelve months' experience .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Candle moulder, with less than twelve months' experience .. .. .	4 10 0	5 0	4 15 0	4 7 0	5 0	4 12 0	4 4 0	5 0	4 9 0
Candle room ganger .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Press room ganger .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0

OTHER EMPLOYEES—continued.

	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
<i>Candle Section—continued.</i>									
Cupboard runner .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Provided that where cupboard runners are required to remain in the cupboard at a temperature of 100° F. for more than half an hour continuously on any one day, 6d. per day extra shall be paid.									
Storeman and packer .. .. .	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0
Storeman and packer in charge of six or less storemen and packers .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Storeman and packer in charge of seven or more storemen and packers .. .. .	4 16 0	5 0	5 1 0	4 13 0	5 0	4 18 0	4 10 0	5 0	4 15 0
All other adult men .. .. .	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0	4 0 0	5 0	4 5 0
All other adult women .. .. .	2 5 0	5 0	2 10 0	2 5 0	5 0	2 10 0	2 5 0	5 0	2 10 0
<i>Starch Section.</i>									
Foreman .. .. .	4 16 6	5 0	5 1 6	4 13 6	5 0	4 18 6	4 10 6	5 0	4 15 6
Stone dresser or miller .. .. .	4 16 6	5 0	5 1 6	4 13 6	5 0	4 18 6	4 10 6	5 0	4 15 6
Leading Hand, i.e., an adult employee who gives instructions and is responsible for the work done in the starch factory .. .. .	4 13 6	5 0	4 18 6	4 10 6	5 0	4 15 6	4 7 6	5 0	4 12 6
Millstone attendant .. .. .	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0
Person in charge of starch draining boxes .. .. .	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0
Person in charge of cornflour runs .. .. .	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0
Storeman and packer .. .. .	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0
Storeman and packer in charge of six or less storemen and packers .. .. .	4 12 0	5 0	4 17 0	4 9 0	5 0	4 14 0	4 6 0	5 0	4 11 0
Storeman and packer in charge of seven or more storemen and packers .. .. .	4 16 0	5 0	5 1 0	4 13 0	5 0	4 18 0	4 10 0	5 0	4 15 0
All other adult men .. .. .	4 6 0	5 0	4 11 0	4 3 0	5 0	4 8 0	4 0 0	5 0	4 5 0
All other adult women .. .. .	2 5 0	5 0	2 10 0	2 5 0	5 0	2 10 0	2 5 0	5 0	2 10 0

(3) TERMS OF ENGAGEMENT.—(a) Employees may be engaged by the week, and when so engaged must be available, ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service at any time shall be from day to day at the weekly rate fixed.

(c) Any weekly 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 satisfactory evidence to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 21st December.

(d) An employee shall not be entitled to more than six days' payment in any year for such non-attendance notwithstanding that he or she may be employed during the year by more than one employer.

(4) HOURS OF DUTY.—(a) (i) The hours of employment without payment for overtime shall not exceed 44 per week. Except as to shift workers ordinary hours shall be worked in 5 days of 8 hours, and one day (Saturday) of 4 hours, or in 5 days of 8 hours 48 minutes each, continuously, except breaks for meals, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday, at the discretion of the employer. Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and the Manufacturing Grocers Employees' Federation of Australia.

(ii) The employer shall fix the starting and finishing times, provided that no change in such fixed times shall be made except by agreement between the employer and the Manufacturing Grocers Employees' Federation of Australia, and provided further that one week's notice of any such change shall be given to the employees.

(b) Where the employer desires to work the ordinary working hours in a five day week he may do so provided that the majority of his employees consent in writing. The employer and the Manufacturing Grocers Employees' Federation of Australia may thereupon agree upon the hours of commencing and finishing work and the hours so agreed to shall be substituted for the hours fixed by this Determination.

(5) OVERTIME.—All work performed outside the starting and finishing times, provided for in clause 4 or fixed pursuant to an agreement under clause 12 (d) of this Determination, or in excess of 44 hours per week, shall be paid for at the rate of half time in addition to ordinary time. Overtime rates shall be paid on the basis of a minimum of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour. Piece-work done outside the starting and finishing times shall be paid for with the addition of a half rate to the ordinary rate.

(6) SUNDAYS AND HOLIDAYS.—(a) Except as hereinafter provided employers shall in each year commencing with the year 1940 give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive, and shall pay wages for ordinary working days included in that period.

Piecework and bonus workers receiving such holiday shall be paid time work rates.

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

(c) "Continuously employed" for the purpose of this clause means employed (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 weeks immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

(d) Employees who are not continuously employed for the six months immediately preceding the 25th day of each December and whose services have not been dispensed with for misconduct which would justify dismissal shall receive in lieu of annual leave one half day's wages for each completed month's service in that year or since their last annual leave whichever is the shorter period.

(e) Any disputes as to the right of an employee to such holiday shall be referred to the Secretary for Labour. The decisions of such person on any such dispute shall be final.

(f) Employees shall receive payment at double time rate for work done on Sunday and shall receive payment at ordinary time rate in addition to the full weekly rate for work on Christmas Day, Good Friday, Labour Day, Boxing Day, New Year's Day, Australia Day, Easter Monday, Easter Saturday, King's Birthday. 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.

(g) When Christmas Day, Boxing Day or New Year's Day or a proclaimed substitute therefor, falls on a day other than Sunday, and payment of wages for such day or days is not included in the weekly wage, then employees shall receive payment for each of such days if they are not otherwise being paid for such days.

(h) All employees on time work off duty on any of the above-mentioned holidays, other than Sunday, shall be paid for such days at ordinary rate if they are not otherwise being paid for such days.

Pieceworkers shall be paid for such holidays and Sundays at the rates payable to employees on time work doing the same class of work.

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

(j) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on the days other than the prescribed holidays, the weekly wage shall not apply.

(7) **TERMINATION OF EMPLOYMENT.**—(a) Seven days' notice of intention to terminate employment shall be given on any day of the week by either employer or employee provided that any such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.

(b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot usefully be employed because of a strike, or through any breakdown of machinery, or any stoppage of work for which the employer cannot reasonably be held responsible.

(c) In the event of such dismissal, wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services, or such money shall be forwarded to him by post within 24 hours thereafter.

(8) **PAYMENT OF WAGES.**—Wages shall be paid weekly on a week day other than Saturday, and not more than two days' pay shall be kept in hand.

(9) **MIXED FUNCTIONS.**—Where during any day an employee is employed on work requiring the performance of functions involving different rates of pay prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee had performed such only of the said functions as involved the higher rate of wages.

(10) **MEAL TIMES.**—A lunch period of at least one half-hour for each employee shall be fixed in each factory between 12 noon and 2 p.m. for other than shift workers. No employee shall be required to work more than five hours from the starting of work in the morning without a break for lunch.

(b) Work performed during the usual meal hours shall be paid for at the rate of time and a half, but where the total hours worked (including time worked during such meal time) do not exceed the prescribed daily number of hours then such time shall be deemed to mean an additional payment at half ordinary rate only for such meal time. Such employee shall be allowed time for a meal.

(11) **REST PERIOD.**—Women workers on time work shall be allowed an interval of ten minutes between 10 a.m. and 11 a.m. or rest, and such interval shall be observed at times convenient to the employer. Such intervals shall count as time worked.

(12) **SHIFT WORKERS.**—(a) Shift workers shall have a break for meals without deduction of pay.

(b) Shift workers engaged on a second or third shift daily, other than overtime, shall receive payment at ordinary time plus 5 per cent.

(c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. per week in addition to their ordinary rate of pay.

(d) Shift work, including overlapping shifts, may be arranged by agreement between the employer and the Manufacturing Grocers Employees' Federation of Australia.

(13) **SUPPLY OF MATERIALS.**—The undermentioned materials shall be provided free of charge by every employer—

(a) A first aid ambulance chest which shall be placed in some accessible place upon the premises. Such chest shall be equipped and supplied as required under the provisions of the Factories and Shops Acts.

(b) All necessary tools of trade, which shall be kept in good repair by the employer.

(c) Uniforms and caps required by the employer to be worn by the employees.

(d) Goggles for employees engaged in work injurious to the eyes.

(14) **TEA MONEY.**—Any employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall either be supplied with a meal at the employer's expense, or be allowed 2s. for each meal required if the expense is incurred. Provided that this clause shall not apply where the employee was notified the previous day of the intention to work overtime. Provided further that where the employee was notified the previous day of the intention to work overtime and such overtime was not worked he shall be entitled to the meal allowance herein provided.

The provisions of this clause shall not apply in the case of boys under sixteen years of age or women or girls employed in factories whose conditions regarding overtime are governed by section 38 of the *Factories and Shops Act 1928* (No. 3677).

(15) **PIECEWORK.**—The employer in conjunction with his or her employees may fix his or her own piecework rates, provided such prices enable an employee of average capacity working under like conditions to earn at least 10 per cent. above the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory, whether they be adults, improvers or juveniles.

(b) Pieceworkers who are requested to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.

(c) A weekly pieceworker shall be allotted in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform any other work provided, then such employee shall be paid the minimum wage applicable to the employee so employed.

(d) Pieceworkers working overtime for less than 15 minutes, or any fraction of 15 minutes, shall have their payment computed on the basis of the average amount of work done in 15 minutes.

(16) **DESTRUCTION OF CLOTHING.**—Where satisfactory evidence is produced by an employee that, when dissolving caustic soda, using solutions of caustic soda or mineral acids, his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

(17) **WEIGHT CARRYING.**—No woman worker over the age of 18 years shall be required to carry a greater weight than 30 pounds. Section 207 of the *Factories and Shops Act 1928* (No. 3677) provides that no person employing any girl under the age of 18 years in a factory shall permit such girl while so employed to lift or carry a greater weight than 25 pounds.

(18) **CASUAL WORK.**—A casual employee shall mean a person employed for 22 hours or less in any one week, but no employee shall be deemed to be a casual worker where after employment for at least one week he is dismissed before he has worked 22 hours in the succeeding week, or where his non-employment for more than 22 hours is wholly attributable to causes over which the employer has no control.

Casual workers unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

(19) **RIGHT OF ENTRY OF UNION OFFICIALS.**—(a) Any official or officials of the Manufacturing Grocers Employees' Federation of Australia authorized in writing shall have power to inspect any part of the factory, workshop or place where it is believed that a breach of this Determination is occurring or has occurred. The employer on such inspection shall provide access to the wages book or time sheets or record of any employee covered by this Determination, and the official or officials of the said Federation shall be entitled to interview any employee. The work and duties of the employees shall be interfered with as little as possible by any such authorized official.

(b) A duly accredited representative of the aforesaid Federation shall have the right to enter employers' factories during the mid-day meal hour for the purpose of interviewing employees on legitimate union business on the following conditions:—

- (i) That he gives 24 hours' notice to the management of his intention to interview employees;
- (ii) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (iii) That he interviews employees only at the place where they are taking their meal.

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

(21) **POSTING OF DETERMINATION OR NOTICES.**—(a) Each employer shall erect in a suitable position in his factory a notice board for the purpose of posting any notice thereon in connexion with meetings or other business of the Manufacturing Grocers Employees' Federation of Australia which it may require to have posted. Any such notice shall be signed by the president, secretary, or shop steward.

(b) A copy of this Determination shall be posted in a conspicuous place in each factory.

(22) **SHOP STEWARDS.**—The employer shall recognize any employee appointed by the Manufacturing Grocers Employees' Federation of Australia as a shop steward to collect union dues and levies within the respective factories.

(23) **DEFINITION.**—For the purpose of this Determination, year shall mean a period of twelve calendar months commencing on the 21st December in each year.

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

GEO. E. PARR, Secretary.

Melbourne, 12th February, 1941.